

LOCAL 77 REPORTS

IBEW Declaration: “Our cause is the cause of human justice, human rights, human security.”

Online Winter Edition—March 2020



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Representing more than 8,000 Workers in the Electrical Utility & Related Industries located in Washington State, N. Idaho & Montana



REX HABNER
Business Manager's Report

March 27, 2020

Brothers and Sisters,

This correspondence is to address the COVID-19 Pandemic that has implications in Washington, Idaho and across the country. Every day more information is being released on the nature of this virus and the speed in which it travels. Every day we learn more about our schools, government offices, and businesses all around that are closing in light of COVID-19.

On March 12, I met with the Business Representatives of Local 77. A unanimous decision was made to comply with recommendations by the CDC, our State government and local County leadership. Starting Friday, March 13, 2020, IBEW Local 77 cancelled all unit meetings in its jurisdiction until further notice. Conference travel has been suspended. The Seattle, Spokane and Kennewick halls have been closed to the public.

The SeaTac office staff have been equipped with laptops and the majority are currently working from home. We continue to forward construction dues and dispatch matters to Catalina and Katie. Shannon in Kennewick and Jim in Spokane are assisting members via phone and email. These unprecedented steps coincide with our utility partners and their desire to protect their employees. The members of Local 77 stand on the frontline of service to customers. The quality of work and the ability to perform tasks are uniquely supplied by this great membership and cannot be duplicated or replaced.

I ask each and every member to do their best to be safe. In these unprecedented times, we write the history of this path that lies before us. We are our Brothers and Sisters keepers and only we can answer the call to duty. This is our time to shine, as we show the utilities and the contractors we partner with that we are the professionals who make up the International Brotherhood of Electrical Workers.

In solidarity,

Rex Habner
Business Manager/Financial Secretary

Local 77 Reports is published quarterly and is an office publication of Local 77, International Brotherhood of Electrical Workers, AFL-CIO.

Contact information:

**PO Box 68728,
Seattle, WA 98168-0728
ibew77@ibew77.com**

**Editor, Business Manager/Financial Secretary:
Rex Habner**

Officers:

**President: Rick Johnson
Vice President: Damian Hernandez**

Treasurer: Lynne Moore

Recording Secretary: Helen Berglund

Executive Board:

Larry Becht, Scott Hines, Reese Hinkle, Sara Langus, Rick Luiten, and Charlie Reyes

Examining Board:

Steve Brown, Tim Brown, Ben Cook, Patrick Lyman, and Dave Hersh - Chairman

Seattle (206) 323-4505

Weekdays, 8:00am to 5:00pm

19415 International Blvd. S. , Seatac, WA 98188

Rex Habner, Business Manager/Financial Secretary, Nichole Reedy, Sr. Assist. Business Manager, Sean Bagsby, Political Action Director and Membership Development, Business Representatives Stephen Cant, John Cunningham, Jonathan Finch, Chris Henning, Teri Kannor, Steve Kovac, Rick Strait, and Jen Watson

Spokane (509) 328-8670

Weekdays, 8:00am to 4:00pm

7903 E. Broadway, Spokane Valley, WA. 99212

Mike Brown, Assist. Business Manager, and Business Representatives Tim Barnett, Dave Garegnani, and Will Power

Kennewick (509) 783-4136

Weekdays, 8:00am to 4:00pm

2626 West Clearwater, Kennewick, WA 99336

Brian Gray (Assist. Business Manager) and Business Representatives Randy Coleman and John Trumble

First Aid and Flagging Classes

Seattle Office: (206) 323-4505

Spokane Office: (509) 328-8670

Call ahead to reserve your
spot.

**Please check our website for
upcoming dates.**

*First Aid class is from 8:00am until
11:30am. The Flagging Class starts at
11:30am.*

**SHOP AT OUR
ONLINE STORE**

*You can shop at our online store
by going to our website at:
www.ibew77.com. We have
FR Shirts , Hats, T-Shirts, Grunt
Bags and More!*



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900 Seventh Street, NW
Washington, DC 20001
202.833.7000
www.ibew.org

LONNIE R. STEPHENSON
International President

KENNETH W. COOPER
International
Secretary-Treasurer



February 19, 2020

VIA EMAIL

To: All IBEW Local Union Business Managers in the United States and Canada

Dear Sisters and Brothers:

The IBEW Founders' Scholarship honors the dedicated wiremen and linemen who founded the International Brotherhood of Electrical Workers. Each year the officers of the IBEW are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned. An application for the IBEW Founders' Scholarship (Form 172) is enclosed. This is also available on the IBEW website www.ibew.org/FoundersScholarship.

All IBEW members who have been in continuous good standing for four years preceding May 1 of the scholarship year in which they plan to apply are eligible for the IBEW Founders' Scholarship. Please note, if a member has been on honorary withdrawal at any time during the aforementioned period, he or she will not be eligible to participate.

Spouses or children of IBEW members are not eligible for the IBEW Founders' Scholarship. Union Plus has a scholarship that is available for IBEW members, as well as their spouses and dependent children. Please visit the Union Plus website www.unionplus.org for more information about other scholarship opportunities.

I encourage all interested eligible members to participate in the IBEW Founders' Scholarship Program. Please make the Founders' Scholarship opportunity known to your members and urge them to apply.

With best wishes, I am

Fraternally yours,

Lonnie R. Stephenson
International President

LRS;jll
Enclosure
Copy to All International Vice Presidents
All International Representatives

Snohomish PUD & Opalco

Nichole Reedy, Sr. Assist. Business Mgr.



COVID 19 WE'RE IN THIS WITH YOU

Panicked responses to COVID-19 have triggered strange, yet predictable behavior from people all around the world as they attempt to protect themselves and their families. Some of the most common images, videos and

MEME's circulating on the internet show emptied grocery stores, huge lines at checkout counters, and by now the all-too-familiar disappearing toilet paper (I still don't understand that...). In an attempt to stock up before quarantining, people around the world are flooding their grocery stores and taking whatever it is that they deem necessary for survival. There is uncertainty about personal economics, personal safety and what is yet to come.



It's not unreasonable to be concerned – most of us have not seen anything like this in our lifetimes. Certainly none of the Business Representatives – at Local 77, other IBEW Locals, or other Unions – that I have been speaking with have had experience dealing with this great a pandemic. This is truly uncharted territory. We are addressing concerns, sometimes minute to minute, on many different issues that arise. Every time the media releases a new statement from the CDC, a Senator, the Governor, or the President, new issues arise and almost immediately start to spiral.

I've written before about the need for clarification of information in the workplace. Getting good information from credible sources is key in mitigating rumors and gossip. In times like these, with what the World Health Organization has labeled a Global Pandemic, ensuring you have accurate information is even more critical. It is difficult enough for your reps (most of whom represent some 300-900 members each, usually across several utilities) to attempt to keep abreast of new updated mandates and issues, but when hysteria and panic are infused into our regular game of "telephone" it's even more disastrous.

There isn't one of us at Local 77, from the newest Rep to the Business Manager, who isn't on constant alert with regards to this topic. We are sharing information, discussing specific instances at our assigned utilities, and talking about best practices. We are all in contact with your employers to discuss how they are handling your health and safety. We are working through Letters of Agreement to establish relaxing practices related to leave to discussing paid administrative leave and trying to staff to keep safe and reliable power to the customers we serve.

Snohomish PUD & Opalco

Nichole Reedy, Sr. Assist. Business Mgr., Cont.

What can you do? If you hear something from one of your co-workers, the news, or other sources, please pass the information along to your Business Representative or other leader at your worksite (Chief Steward, Bull Steward, Unit Chair, Shop Steward) BEFORE you start spreading around potentially inaccurate information. We will research and get you answers. But PLEASE be patient. Even with most of our regular work (JLMC, potential grievances, upgrade concerns, etc.) on hold, there has been a tremendous influx in the amount of members contacting us for information. Pair that with the companies busily preparing to meet the public mandates of social distancing, increased sanitization efforts, working from home, building contingency plans and immediate answers aren't always possible. Be assured we are working tirelessly to get your questions answered (any of you get an email at 3am from me?).

First, and most important, is the health and safety of yourself and your families. If you or a member of your family are sick, stay at home and attend to those needs. If you are concerned about potential exposure, self-quarantine is an option. (For now at least, this seems to be changing rapidly as well. And please remember, your Reps, the Business Manager and the admin staff also have families to attend to. We respectfully request for your patience during this unprecedented event. Hope this finds you all safe and healthy.

A little humor to lighten your day just a little:



Spokane Office

Mike Brown, Asst. Business Mgr., Spokane Office



As we settle into our new building here in Spokane, I wanted to share some news with you all. As most of you know me, and know how I am, I have been dedicated to upholding the morals and principals of the IBEW my entire career. For as long as I have been a Business Rep., I have given countless hours to our members and our Local. It is my duty not only as a Rep but as a member to fight for the good of our Union. Sometimes that fight can take a toll on you. Long hours, meetings, endless emails, texts, phone calls, missed calls, and voicemails are a daily struggle as Assistant Business Manager. I have tried my hardest to find that balance between work and home. I'm sure a lot of you know that struggle all too well. With that, most of you

may have already heard that I have gotten some much needed help at the hall recently. Dave Garegnani has been assisting me since late October of last year. Dave is a Journeyman Lineman from Avista and has been a strong Local 77 member since he moved to Spokane in 2016. With Dave's assistance I have been able to shift some of my work duties to him, putting me in a better position to tend to more members and issues. Dave has helped me put out some of my smaller fires and communicate with members when I'm not available. We have been collaborating on ideas to engage more of our members in attending unit meetings and union events. His help has been very beneficial to this Local and to all of you. I appreciate you all engaging with him, as it has helped me considerably. Dave will continue to work with me for a while longer and I will keep you all posted.

Negotiations for both "A" and "B" group at Kootenai are ratified and complete. The "A" contract was an extension and will be in effect on June 1st. The "B" group went in effect on January 1st of this year.

Vera Water and Power is complete. Package is a rollover with 3%,3%,3%. Foreman 4.5%,4%,4% and GF's 4%,4%,4%. This contract was an extension and will be in effect on May 22nd.

Inland Power and Light, all the ASR jobs have been awarded. A lot of existing Foreman were awarded ASR jobs and the backfilling of positions has settled in. We will be starting negotiations coming up later this summer, and we will need the membership from Inland bigger than ever in this negotiation.

We have meetings scheduled starting in early April for the Avista Bunkhouse Cooks, to negotiate their first contract. They were successful in their election back in September of 2019.

We also have meetings scheduled for the upcoming Avista Dispatcher and Gas Controllers negotiations.

Spokane Office

Mike Brown, Asst. Business Mgr., Spokane Office, Cont.

On January 20th, a small handful of Local 77 members and their families attended the annual Martin Luther King Jr. Day Unity Rally and March in downtown Spokane. The rally began at 10 a.m. at the Spokane Convention center with several guest speakers along with a march through the snowy streets of downtown following. Our members were there representing Local 77 with solidarity and unity. Pictured (Left to right: Members Rick Luiten, Justin Hardy, Dave Garegnani and families)



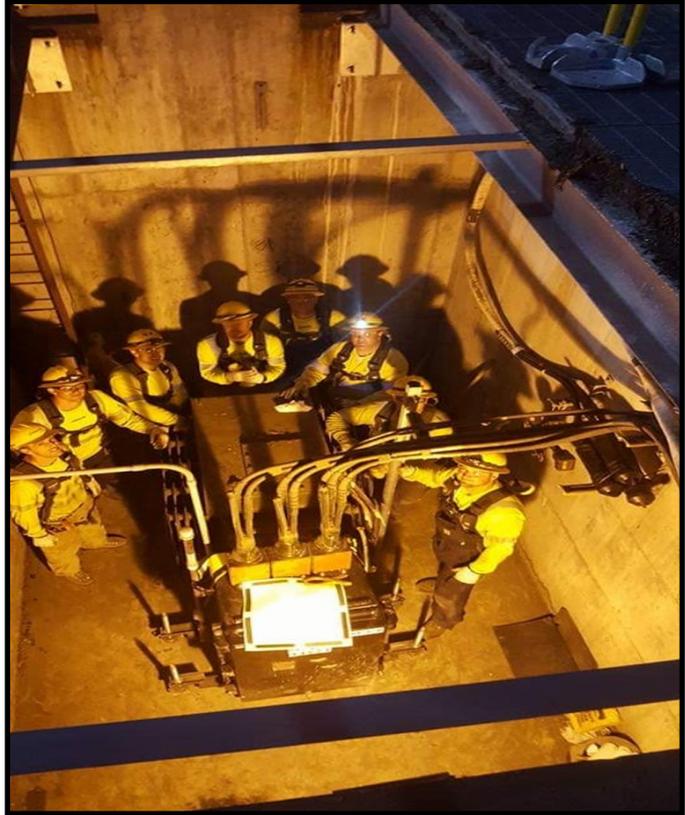
Come check out your new union hall whenever you are nearby. We are located at 7903 E. Broadway Ave. in Spokane Valley.

Spokane Office

Mike Brown, Asst. Business Mgr., Spokane Office, Cont.



Pictured above: Welding (Joe Paintner-Avista, Journeyman Gas Mainfitter)



Pictured Above: Avista Journeyman Cableman in Spokane's Downtown Network rebuilding a vault.

Pictured Right: Replacing an old vault lid in Avista's Downtown Network (picture from Steve Sebesta, Foreman and Journeyman Cableman)



Spokane Office

Mike Brown, Asst. Business Mgr., Spokane Office, Cont.



Pictured Above: Avista Line Apprentice Tanner Morgan during Storm



Pictured Above: Avista Journeyman Line Serviceman Brett Kieffer during Winter Storm

Spokane Office

Will Power, Business Rep.

Hello All,

Let me take a moment to introduce myself. I am Will Power, the new Eastern Region Construction Rep. I am a 14 year Journeyman Lineman, starting my 23rd year in the IBEW. Most of my experience has been working in the outside line, with a couple of stints at utilities. Before starting my apprenticeship with the Northwest JATC I was a Journeyman Communications Lineman with Local 89 out of Everett, where I also served as a shop steward, contract negotiator for the outside agreement, and was elected to their Executive Board for the Outside Construction position.

I am passionate about our Dispatch System and look to furthering the proper and full implementation of the Laws and Rules that govern that System. I also look forward to the upcoming NECA Negotiations later this fall, and the upcoming digital book system that will be up and running soon.

Outside Construction in Eastern Washington is currently in a holding pattern with the time of year that it is. The Spokane and Kennewick books hang near the 8-10 mark for members on books but work outlook for late Spring is good and with California set to ramp up again this year I am confident that we will encounter manpower shortages during the summer and fall quarters.

There are several new contractors already becoming signatory in preparation for the upcoming work. I would like to thank Rep John Trumble who stepped up and covered the position while it was vacant, and currently is wrapping up negotiations with several of the utilities within the assignment.

If you have any issues please call/text/email me! I can't help if I don't know about it.

Remember, you are your brother's keeper, you are responsible for you day to day working conditions and safety!

Will Power

IBEW Local 77

Eastside Construction Rep

509-919-0314

Kennewick Office

Brian Gray, Asst. Business Manager, Kennewick Office



Unified Insurance Plan (UIP)

Central Washington Public Utilities (CWPU):

Health care costs increased 2.2% for members in the PPO Plan; for those in the CDHP Plan, no increase.

The Washington Paid Family Leave Medical Act (WPFLMA) – Will begin for all CWPU IBEW members April 1, 2020. For questions concerning WPFLMA, call UIP Benefits Program Administrator Sylvia Hubbard (509-845-6507 or shubbard@gcpud.org). CWPU has established a WPFLMA Voluntary Plan.

Kennewick Office:

First off, the Kennewick Office wants to thank John Trumble for stepping up this past winter and taking on the Eastside Construction Rep roll. During John's short tenure, he accomplished quite a lot. He negotiated Benton REA and National Metering Agreements and was able to avert an arbitration over a Management's Rights issue (assigning work). John has been a longtime supporter of labor and to have him return from retirement to assist during this time is really appreciated! Again, thank you John Trumble!

Benton County PUD:

Over the winter, the parties worked on establishing a Drone Use Policy. It required certification and Jurisdiction Agreement.

Franklin County PUD:

Through Labor/Management, we were able to address several outstanding items:

Increase in Show Allowance from \$200 to \$450;

Footwear and Tool Allowance for all in equipment maintenance classification;

Clothing Allowance for PUD clothing – Meter Readers, etc.

New Classification of Lead Substation Electrician

Kennewick Office

Brian Gray, Asst. Business Mgr., Kennewick Office, Cont.

Grant County PUD:

Established Drone Use Policy for T&D – Jurisdiction and Training Guidelines.

Fleet Mechanic and supervision are working on creating an Apprenticeship Program for Fleet Service Mechanics.

Grant PUD is moving toward adopting the IBEW Code of Excellence Program. Several members and management visited Nevada Energy last fall to review their COE Program and came back impressed with how both the IBEW and management were able to embrace the COE and company values to create positive working relationships. They have been able to reduce simple accidents from over 70 per year to under 10. Grievances and arbitrations are significantly reduced to approximately six (6) per year. NV Energy management empowered its first line supervision the authority to deal with issues at the lowest possible position, from handling grievances to the purchasing of tools, fire retardant clothing, etc. The Business Office is looking forward to working with Grant PUD as they embark on their path to Code of Excellence.

USBR – Grand Coulee:

President Trump's Executive Orders are having a major impact on our members' rights – everything from Labor/Management meetings, office space, and most importantly, our members' grievance rights. Official Union time has been limited which will impact our Shop Stewards' ability to investigate potential grievances and safety issues/concerns. The intended and chilling effect of the Executive Orders was to create conflict within our Unions and make it to where the Unions will be unable to properly represent our members. With the Administration's attacks on our rights, it is imperative we stay strong and committed. I'm In!

Kennewick Office

Randy Coleman, Business Rep.



Recruiting the Next Generation of Linemen

IBEW Local 77 members, working at Hanford's Electrical Utilities (EU), collaborated with Mission Support Alliance management to highlight career opportunities for local students recently. They had the opportunity to speak with fourth graders. Manager Rick Boarder and Linemen Phil Doras and Britt Farnsworth traveled to Marie Curie STEM Elementary School in Pasco and gave a presentation on the types of work Linemen perform, the importance of it, and career opportunities within the power generation and distribution industry. Using a mobile electrical pole mock-up, Phil and Britt demonstrated the tools they use and talked about the importance of safety around power poles and power lines. Afterwards, one student shared the most important thing they learned, "Don't let balloons go...it can cause (electrical) explosions." EU shared several videos as part of the presentation, including one about women Linemen, which was a huge hit for the approximately 50% of the students that are female. One young woman was excited after the presentation and wrote in her recap, "GIRLS can do it!" With nearly 200 students in two sessions, the presentation was a great lead-in to their section on energy. "This was a great opportunity to plant seeds with these students and teach them about a future career possibility," said Lineman Phil Doras. "The students were engaged and asked great questions and we had fun seeing them get excited about learning." We also need to shout out a huge thanks to Far West Line Specialties and Kline Tools for providing the kids with mini bucket bags; they were a big hit!



Pic 1: A fourth grader at Curie STEM Elementary tries on some of the equipment used by EU Linemen with the help of Britt Farnsworth.



Pic 2: Britt Farnsworth, Rick Boarder and Phil Doras answer questions from students on what it is like to work as a Lineman and how to be safe around electricity.

Pacific Northwest National Labs (Battelle): Negotiations update. A Tentative Agreement was reached with the contractor and will be voted March 4th. Extreme appreciation for Brothers Rick Walker, Tim Sumner, and Dave Molnaa for holding the line on contract language and benefits! Tentative Agreement is for a 3-year contract. GWI of 8%, no changes to contract language, continuation of 401K match, and no cost adjustment to medical benefits.

**Annual GWI: 2.5% (11/2020), 2.75% (11/2021), 2.75% (11/2022).*

Kennewick Office

John Trumble, Business Rep.

LAURENCE R. RICE, SR.

Long time member, and previous Local 77 Business Representative, Laurence R. Rice, Sr. passed away on February 16, 2020 in Hermiston, Oregon. Larry was initiation into the IBEW October 1, 1967, as a Journeyman Lineman. Larry's work career was working in Outside Line Construction. In the spring of 1988, Larry became a Business Rep working out of the Kennewick and Spokane Halls. His assignment and responsibility was Eastern Washington Northwest Line Agreement (NECA/Locals 77, 125, 485, 659), Benton REA, Columbia REA, Big Bend, and City of Richland. He served as a Rep until mid-summer 1995. After working off the Books for some time, he and his wife Sharon purchased the Midway Tavern in Hermiston, Oregon. With lots of deep cleaning and hard work, the Midway became a well-recognized establishment, both for great food and drink. Larry even had an "out-of-work book" he would let members sign who came in. His son Stuart now operates the Midway. Larry is preceded in death by his daughter Susan, wife Sharon, and brother Ed (also a retired Local 77 member/Journeyman Lineman). Larry is survived by his sister Pauline, and his children Sheree, Valorie (Mark), Larry (Inland Power & Light Local 77 Serviceman) (Bea), Michelle, Chris, Barbara, and Stuart (Local 77 Journeyman Lineman) (Jen), and numerous grandchildren. Larry was well respected and liked throughout the utility industry. He was deeply loved and will be greatly missed. IBEW Local 77 Officers, staff, and members offer heartfelt sympathy to his family and friends. A Celebration of Life will be held in Hermiston at a later date this spring. You can contact Shannon (509-783-4136 or ibew77@gmail.com) in the Kennewick office if you are interested in details.

City of Richland:

Through Labor/Management sessions, the parties are discussing the impact and implementation of both the Washington State Paid Family Medical Leave Act (PFMLA) (how to dovetail internal several leave provisions of the Collective Bargaining Agreement) and Federal Motor Carrier Safety Administration Clearinghouse requirements as it pertains to our Fitness for Duty policies.

Benton REA:

On February 13, 2020, Benton REA and the Union reached a Tentative Agreement for a 3-year successor Collective Bargaining Agreement. The membership will vote on the offer March 3. The offer provides GWI of 3% for each year, increases of employer 401k and HRA contributions, 4-10 work schedule year around, and adjustment to language to accommodate.

National Metering & Technical Services:

On February 24, 2020, Local 77 and National Metering and Technical Services reached a 3-year successor Agreement. National Metering provides (contractor) qualified union Journeyman Metermen and Meter Technicians for electric metering AMI/AMR services to electric utilities. In addition, National Metering provides a 3-year Meterman Apprenticeship training/schooling to electric utilities throughout the Pacific Northwest, Alaska, and California.

Shop Steward Corner

WEINGARTEN

Quite possibly *the* most important right you possess!

"If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting. until my Representative arrives, I choose not to participate in this discussion."

You have the right under this law to representation in the following instances:

Investigatory Interviews

Whether you are potentially being disciplined OR if you are a witness giving facts where someone else may be disciplined

Other Conversations

When an employee *reasonably believes* the conversation *may* result in discipline. The question should be asked: "Could this lead to any discipline of any kind?"

Do NOT leave the meeting room while they decide what to do, or while they secure a steward. Leaving the room could be construed as insubordination.

Northeast WA. & Idaho

Tim Barnett, Business Rep.



Who's ready for spring? The days are getting longer and it's that time of year when things start picking up after a long slumber. When I last wrote we were still in the middle of negotiations with Douglas County PUD. We've since come to a tentative agreement that was ratified by the membership. I would describe those initial negotiation meetings as somewhat contentious and thought we may have been in for a long battle. We were able to navigate the minutiae and come to an agreement.

The County Commissioners of Douglas County have proposed a resolution for transparency in negotiations of collective bargaining agreements whereby negotiating meetings would be held in a public forum. The County negotiates with 5 different labor unions and, while they appreciate their relationship with these unions, they view

this transparency as being good stewards of taxpayer dollars. I attended the public hearing in Waterville to say for the record, as a representative for IBEW Local 77, I was fundamentally opposed to the resolution. Though their decision wouldn't immediately impact Local 77 members, the implications and ripple effect could. The commissioners meeting room was filled with 40+ union members and representatives in opposition of the resolution and 2 individuals in favor with ties to the Freedom Foundation, an anti-union organization. The Douglas County Commissioners were going to consider the input they received from the public hearing and bring the matter up again at their July 21 meeting with the hopes that a similar matter being litigated in Lincoln County may be resolved by then to help inform their decision. If you learn of any similar actions being considered in your communities, I urge you to attend any meetings to voice your opinion as well as inform your union representative so that we might get out in front of these issues. More information on the public hearing can be found at: <https://www.ncwlife.com/douglas-county-delays-vote-over-how-it-bargains-with-unions/>

Pend Oreille PUD Customer Service Representatives ratified a tentative agreement for accretion into the unit's collective bargaining agreement. Previously unrepresented, last summer the group petitioned for union recognition. The Safety Coordinator position was included in the petition and was challenged by the District as they believed aspects of that job were confidential. A hearing was scheduled to determine the confidential nature of the position but, in the interim, the incumbent sought employment elsewhere. The District approached the Union about a settlement agreement over the Safety Coordinator position. It was agreed that some of the duties previously performed by that position would be allocated to bargaining unit employees and the more sensitive components that the District believed to be confidential would be relegated to supervisors. It was an interesting process. I feel like we are at a good starting point with room to improve in the future. Along the way I received assistance from sisters Sara Langus and Nichole Reedy. Their support and reassurance was invaluable through the process. Thank you. Because the group was small, Laura Smith was the negotiating committee. Thank you. Thank you to: Alyssa, Arletta, Kimberle, & Lisa for your input, your text messages and emails, the meetings after hours and most of all, your patients. Thank you and Welcome. I'd like to give a big shout out to Brandon Corkill here too for his help in facilitating the conversation and helping get the ball rolling in the first place.

Northeast WA. & Idaho

Tim Barnett, Business Rep., Cont.

Next up for negotiations is Okanogan County Electric Coop and Northern Lights, Inc. I've sent the shop stewards forms for proposal submittal and opening letters will be going out to the employers soon.

I hope to see you soon at the next Union meeting or at one of the upcoming Union sponsored events.

Until then, stay safe.

Pictured Right: Members from Pend Oreille PUD present a specially embroidered Local 77 Banner in memory of Spencer Smith to his parents, Van and Peggy.



Pictured Above: Pend Oreille PUD's newly represented CSRs from left to right: Arletta Hogan, Alyssa Larion, Laura Smith, Kimberle Damp, Lisa Curry.

PEND OREILLE PUD
C.S.R.

BALLOT COUNT

February 25, 2020

COLLECTIVE BARGAINING AGREEMENT OFFER

5	RECEIVED	
0	VOID	
5	ACCEPT	
0	REJECT	

JUDGE		DATE <u>2/25/2020</u>
TELLER		DATE <u>2/25/2020</u>
TELLER		DATE <u>2/25/20</u>

IBEW LU 77 Central WA. Picnic



IBEW 77 Central Washington Picnic

July 11, 2020—Begins at 12:00 PM

BYOB & Potluck Style Picnic
Hamburgers, Hotdogs, Condiments, &
Water provided by IBEW Local 77.

RSVP: Shannon Bono (509)783-4136 or ibew77@gmail.com

GOLF TOURNAMENT:

Begins at 9:00 am @ Crescent Bar River Bend Park - Grant PUD Facility
\$60.00 for a two person team, must sign up as a team (limit 18 teams).
Prizes for top 4 teams, \$100 in prizes for first place team.
Contact Jared Montgomery for registration/questions.

CORNHOLE TOURNAMENT:

Prizes for top 4 teams.

CAMPING:

Camping available – must be reserved and spots will go QUICKLY!

Reservations open up January 15th at 9AM! Please contact via phone at
509-754-5002 OR online at

<https://www.crescentbarrecreation.com/camping>

Alternate Camping: Thousand Trails Camp Site

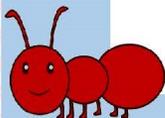
Please contact via phone at 509-787-4349 OR online at rvonthego.com

QUESTIONS—CALL:

Rick Van de Brake (509)760-5435 (or) Tim Barnett (509)638-4235
Golf Tournament—Jared Montgomery (509)669-5999

Crescent Bar River Bend Park * Address: 8975 Crescent Bar Rd NW, Quincy, WA.

Phone: (509) 754-5002 * Email: crescentbarrecreationarea@outlook.com



SB/km opeiu8 afl-cio

Construction

Rick Strait, Business Rep.



Brothers & Sisters:

Since our last newsletter (November 2019 edition), some changes to report:

The new referral rules that have been discussed continue to be worked on. We have had further reviews and changes. The completed documents are near and shall be implemented when ready. Please be patient. We want this to work right when finally rolled out.

JATC interviews start up March 17th – 19th and continue through September 2020. We have had discussion on I.O. requirements for a pre-apprenticeship program. No decision has been agreed to at this time.

Please welcome Will Power as the new Construction Business Representative in Eastern WA. Will is a Journeyman Lineman who topped out 13-years ago and lives in Spokane. Please help Will help you by attending your Unit Meetings and being involved in the IBEW 77 functions and duties.

As you know, N.W. Line Chapter of NECA negotiations are approaching. Our goal should be to have all proposals turned into Local Union 77 by July 1, 2020. Depending on the results, this may be extended until the second or third week of August 2020. We will hold a Large Committee Meeting in Seattle and Spokane to select one committee member to be on the negotiating team that attends the negotiations. Dates and times will be announced in the near future.

The new WA State Paid Family Medical Leave Act went into effect January 1, 2020. If eligible, you can use this to care for spouses and domestic partners, children (biological, adopted, foster or step), parents (or spouse's parents), legal guardians, siblings, grandchildren, grandparents (or spouse's grandparents) and/or yourself as a result of a serious health condition or injury. Contact your Business Rep. for further information.

You will now be responsible for being in compliance with the D.O.T. Clearing House requirements. These regulations are mandatory and shall be reported through the website: <https://clearinghouse.fmcsa.dot.gov/>

A Renewable Energy Act has been passed, which should create more job opportunities in the future.

We are working on HB 2922, regarding lineman exemption requirements, at the state legislature currently in session. Protecting our work jurisdiction is paramount for our outside IBEW existence.

The Potelco Fleet agreement passed on the third ballot. Gains were made on wages and retirement contributions.

Finally, the Brotherhood was at full strength after the fatal accident of Cliff Johnson. Your overwhelming support of Cliff's family was unprecedented and appreciated by all involved. From all of us at the Hall, thank you so much.

Rick

Tree Construction

Teri Kannor, Business Rep.



Potelco Admin. Unit 135:

I would like to thank Sally Bourgault, Doug Strachan, as well as Allysha Garbagni and Mariah Hicks, for ALL their help during negotiations. Ballots were counted on 2/5/2020, and passed. 53 ballots were mailed out,

38 returned, 3 voided, 19 to accept 16 to reject.

Some of the highlights are: paid Holidays for interns, as well a step process for pay for interns for the first 6 months, full wage after. Eight PTO days front loaded, in place of paid sick days. LINECO covered.

Unit 135 IBEW Local 77 has a Facebook page, this has been set up for all Potelco Admin. Unit 135 members. If anyone is interested in becoming a Shop Steward please let me know, you can email me at terikannor@ibew77.com.

Tree News Unit 149:

Spokane Flagging and First Aid/CPR Classes, RSVP to jimnelson@ibew77.com or call 509-328-8670. Check the webpage for dates and times.

Seattle Flagging and First Aid/CPR Classes, RSVP to catalinaguajardo@ibew77.com or call 206-323-4505. Check the webpage for dates and times.

Washington State Paid Family Medical Leave:

Weekly benefits under Washington State's new paid family leave law are now taking up to 10 weeks to process because of the high number of people applying for the program. Under the law, eligible workers receive 12 weeks paid time off for the birth or adoption of a child or for a serious medical condition of the worker or worker's family member, or 16 weeks for a combination of both. An additional two weeks may be used if there is a serious health condition with a pregnancy. Weekly benefits under the new law are calculated based on a percentage of the employee's wages and the state's weekly average—which is now \$1,255—though the weekly amount paid out is capped at \$1,000. In the first 6 weeks since the program went live last month, more than 30,000 people have applied, triple the amount that was projected in that same time frame, according to the Washington Employment Security Department, which administers the program. **For more information visit paidleave.wa.gov**

Below: Sally Bourgault wearing her Daughters of Henry Miller shirt.



Tree Construction

Teri Kannon, Business Rep., Cont.

Jobsite Visits:

Please email me your show up shop addresses, so I can get out and visit crews. terikannon@ibew77.com.

We are still in discussion with Asplundh regarding the Mobile Time Clock system, IBEW lawyers are re-viewing Asplundh's proposed implementation of this time clock system. More information will be provided at the next Unit Meeting.

There has been a lot of chatter about paid sick time payouts, I believe that this has finally been resolved in the last week or so, please contact your GF if yours has not been issued, email me as well.

terikannon@ibew77.com.

Washington WOMEN in Trades Job fair is fast approaching on Friday, May 8, 2020. Our booth will be placed near Seattle City Light pole climbing exhibition. If you would like to help man the booth, and share your IBEW experience with the next generation, please email me. terikannon@ibew77.com.

"Article XXI of the IBEW Constitution provides that any member who fails to pay his dues for six months shall be dropped from membership and cannot become a member in good standing again except by joining as a new member.

In addition, members in arrears forfeit all rights and previous standing in the IBEW, including any pension or death benefits payable from the Pension Benefit Fund.

The *IBEW Constitution* permits members who are (3) to six (6) months in arrears to apply for reinstatement." Readmitting former member's falls under Article XX, Section 1, of the *IBEW Constitution*.





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LONNIE R. STEPHENSON
International President

KENNETH W. COOPER
International
Secretary-Treasurer

February 24, 2020

VIA E-MAIL

To: All IBEW Local Union Business Managers in the United States

Dear Sisters and Brothers:

Since 1987, the IBEW has been a proud supporter of March of Dimes. Even with the incredible advances that have been made in healthcare, babies in our community are still being born too soon and more mothers are experiencing life-threatening complications from childbirth.

Here is some of what March of Dimes is doing because of IBEW's support:

- **Launched Supportive Pregnancy Care (SPC).** SPC is a form of group care that targets at-risk and low-income women. This model encourages women to keep their appointments, provides additional educational resources, and builds a community that they can lean on after baby arrives.
- **Created Free Mobile Resources for Families in the NICU.** The My NICU Baby App is available in both English and Spanish and available to families at no cost. The app helps them track feedings and growth, track progress with photos, access educational articles about caring for their NICU child, and more.

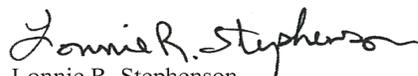
This year, the IBEW has committed to raise \$60,000.00. We encourage you to get involved too; here is how you can help us achieve this incredible goal:

- Contact the local March of Dimes chapter in your area to join a March for Babies event near you. For more information, please contact Danielle Newman at Dnewman@marchofdimes.org or (571) 257-2323.
- Support IBEW efforts with a tax-deductible contribution of \$300.00 to \$500.00 (see attached form). With this gift, your local union will be featured as a contributor at the Greater Washington, D.C. March on May 9, 2020.

Please join thousands of others across the country as they march to help moms and babies. Together everyone can fight for the health of families in their community and across the nation.

With best wishes, we are

Fraternally yours,


Lonnie R. Stephenson
International President


Kenneth W. Cooper
International Secretary-Treasurer

LRS/KWC:tm
Attachment
Copy to All IBEW International Vice Presidents in the United States



Southwest PUD's

Steve Cant, CIH, Business Rep.



City Of Centralia Light & Water-Wastewater; Lewis County PUD; Cowlitz County PUD; PacifiCorp Chehalis Generation Plant; Grays Harbor Energy, LLC

PacifiCorp Generation Plant And Grays Harbor Energy, LLC, Plant

There are currently no grievances at either plant and both plants continue to have personnel changes due to job opportunities and, for some, a desire to seek geographical change. Competition for gas/steam turbine operators and plant maintenance staff positions remains high. In a few months we will begin preparation at the PacifiCorp 620 mega-watt facility in Chehalis for negotiations on our second contract with the current CBA ending January 25, 2021 where Charley Proffitt is doing an outstanding job as Shop Steward and IBEW Local 77 member as is Steven Bunch over at Grays Harbor Energy.

City of Centralia: We currently have no active grievances under either the City Light or Water & Wastewater CBA's. At City Light we reached agreement with Management on how to resolve a problem with Management performance of bargaining unit work and in addition are working on adjustments to our Engineering Tech series. We want to give a "Well Done!" shout-out to the members of Centralia Unit 133 for the hundreds of dollars they have personally donated to support delivery of meals to those in need who are unable to go to meal distribution points; particularly during the holidays these members really stepped-up. Over at Public Works, our Water & Wastewater CBA expired at the end of 2019 and we are still in negotiations with all things settled except financials other than healthcare which will split 90/10 for the next four years. We credit our negotiations team for doing a great job...thank you Mike Gray, Jason Schroeder and Kory Rogers! Negotiations will resume in March and hopefully will end then too.

Lewis Co. PUD: So far 2020 has been a difficult year for our members at Lewis County PUD following a year in which more grievances were filed in a single year than any year in the prior decade. And yet we have much to be thankful for in our bargaining unit because our members continue to enjoy many of the highest paying jobs and best working conditions in Lewis County thanks to our IBEW Local 77 contract. Management seems intent on diluting working conditions by reinterpreting our CBA; they call communication a high priority but then fail to actually communicate. The Union has succeeded in a recent arbitration hearing to establish that individuals subject to callout who are skipped or missed in the callout (other than an emergency) are due compensation. We currently are working on issues related to bidding a job, CDL qualification training, dispatching, single-man bucket trucks for servicemen, and other matters. However, even in the chaos of all these issues, the Unit managed to have a very successful holiday meals (about 100) drive; community service is very important to this Unit.

Cowlitz County PUD: Things are quiet down at Cowlitz PUD but busy nonetheless due to the great leadership shown by our Shop Stewards, Dave Whitman, Sylvia Wirkkala, and Phil Byman. We've had discussions with Management concerning work assignments for some Lead personnel in the office and related to changes in some work schedules. There are no grievances and most issues are resolved through Labor/Management discussions. Work will begin over the next few months to prepare for negotiations on a new contract with most emphasis on healthcare and wages.

Southwest PUD's

Chris Henning, Business Rep.



These last couple months have been busy with Contract Negotiations. The City of McCleary Contract and The Grays Harbor System Engineer Contract were approved by the members. Both Contracts had some good gains and no takeaways. I would like to take this opportunity to wish Phil Beckman and Allen Pod both long time IBEW Members and Shop Stewards all the best in their upcoming retirements.

Lately we have been under increased attack from the Freedom Foundation regarding information requests for member's personal information. Our Local along with many others have been successful in getting an injunction to postpone the release of information until March 31st at the very least. We are hoping to limit the scope of the requests, if you have any questions on this please reach out to me or your Shop Steward. I hope everyone has a wonderful spring and summer.

In solidarity, Chris Henning



Lance Wright- Congratulations to Lance "the mustache " Wright on his retirement.

City of Bellevue

Jonathan Finch, Business Rep.



City of Bellevue:

We are in the middle of our contract period. We settled our last remaining grievance in our members favor. Our members are very busy and are working extended hours. The City is in the process of hiring a vacant Crew Chief position. Getting this position filled (it's been almost a year since the outgoing Crew Chief retired) will help get the workload to a reasonable level. We have recently begun Labor-Management meetings. These meetings are providing new opportunities to discuss issues that have been simmering (not addressed) for years. Our small committee is committed to working at the table and is doing a great job. Union meeting attendance and participation has been great; keep up the good work.

**DON'T FORGET TO
PAY YOUR DUES!**

**Local 77's Kennewick, Seattle & Spokane
offices accept these credit cards.**

THANK YOU FOR YOUR CONTINUED SUPPORT!

VISA, MASTERCARD, & DISCOVER CARD



Shop Steward Training

A huge thanks to all of the members who have attended Shop Steward Trainings. Every one of these training sessions bring new engaged and interesting discussion. Your participation is greatly valued and appreciated.

If you are interested in attending a future training, please contact Jamie McConville at jamiemconville@ibew77.com or call Jamie at (206) 323-4505.

Shop Steward Recognition

As you all know, Shop Stewards play a vital role in our organization. No Union can be successful without the dedication of hardworking, ordinary people, who have agreed to step up, take a leadership role and represent their fellow brothers and sisters.

The Shop Steward role is wildly underpaid and often a thankless job. In an effort to recognize the value these members bring to our Local we are instituting a monthly recognition program by which Shop Stewards are nominated for "Steward of the Month."

The nominations come from peers, Business Representatives or anyone in the Local who feels a particular Shop Steward deserves recognition.

Shop Stewards chosen as the "Shop Steward of the Month" will be featured on IBEW Local 77's website, in the quarterly newsletter, and will receive a \$25 gift certificate.

If you know of someone who excels in his or her role as Shop Steward and deserves recognition, please consider nominating them.

Forms for nomination are available by contacting Jamie McConville at jamiemconville@ibew77.com or call Jamie at (206) 323-4505.

Local 77 Remembers Those We Lost



<u><i>Member Name</i></u>	<u><i>Reported Death Date</i></u>
<i>Russell Coats</i>	<i>December 1, 2019</i>
<i>James P. Ellis</i>	<i>March 8, 2020</i>
<i>Cliff Johnson</i>	<i>December 17, 2019</i>
<i>Dennis Johnson</i>	<i>November 27, 2019</i>
<i>Jeffrey Johnson, Jr.</i>	<i>February 13, 2020</i>
<i>David D. O'Connor</i>	<i>March 19, 2020</i>
<i>Brother Jesse D. Orwick</i>	<i>February 26, 2020</i>
<i>Dale Overman</i>	<i>November 14, 2019</i>
<i>William J. Page</i>	<i>January 1, 2020</i>
<i>Kenneth Prater</i>	<i>November 28, 2019</i>
<i>Larry Rice</i>	<i>February 16, 2020</i>
<i>Frank Shank</i>	<i>January 31, 2020</i>
<i>Harvey Schmidt</i>	<i>December 4, 2019</i>
<i>Mark B. Thomas</i>	<i>December 28, 2019</i>
<i>Robert M. Thoms</i>	<i>January 11, 2020</i>
<i>Steve Wilson</i>	<i>October 2, 2019</i>

We recognize this list may not be complete. If you do not see your family member or loved one who was a Local 77 member please contact the Local and we will acknowledge them in our next newsletter.

City of Seattle/King County/SCL

Steve Kovac and Jonathan Finch, Business Rep's.



We have been very busy over the last several months. Had 5 contracts open, attended several arbitrations and PERC Mediations on ULP's that had been filed. Also, negotiated a settlement in our wage review with the City of Seattle for our IT members. We have filed several other wage reviews for our members and are working on them at this time.

The three contracts with the City of Seattle IT, CMEO and Material Controller/Apprenticeship Coordinator were all settled with the same wages for four years. 4% for 2019, 3.6% for 2020, minimum of 1.5% and a max for 4% plus 1% for 2021 and minimum of 1.5% and a max for 4% for 2022.

King County Roads/IT contract passed the Council and our members will be receiving wage increases in March along with retro in April. We just TA's a four-year contract with King County Metro/Light Rail. Terms of the agreement call for a 4% raise for 2019, and then three years of 3%.

CMEO: We have started the wage review process with the City of Seattle for our CMEO's. We had one meeting and have submitted PDQ's that show the increase in skills and equipment that our members are operating. We have also requested a title change to Heavy Equipment Operator I and II. Part of the wage review is also dealing with the requirement to maintain a CDL. Most heavy equipment operators in the industry do not require CDL's.

We had two CMEO's terminated for gross misconduct and losing their CDL and not reporting it, while continuing to operate City vehicles without a license. If you lose your CDL for any reason, you need to report it immediately. Don't listen to your attorney who says not to. Take a Shop Steward into the meeting with you when you report it. We have three outstanding grievances and are waiting for meeting dates.

IT: Our members received their wage increases and retro in November of 2019 and with the wage review settlement, nearly 200 of our members will see increases from 5% to 19% on their first check in March of 2020. They will also receive 2088 hours of retro pay based on the new wage for 2019. That should be on their first check in April of 2020.

As part of the settlement, we are also beginning a Talent Modernization Phase. This phase will create current job descriptions and PDQs for all of our members and will allow a Salary Survey to be done, comparing our members' jobs with those of the IT community in the Seattle area. Part of this phase will include looking at and creating jobs of the future for our IT members. This will also include the training that will be offered to ensure our members are ready for new jobs as IT changes. We hope to have this phase completed by the end of 2020 and will then enter into negotiations over salaries based on a true market comparison. What the settlement did was address pay inequities within the IT group. Several members are still below peers and we are having them submit Salary Placement Forms and PDQ's to address these issues. We meet monthly in JLMC with Seattle IT and these meetings have been productive. I believe the culture in Seattle IT has changed dramatically over the last year and look forward to continued improvements.

City of Seattle/King County/SCL

Steve Kovac and Jonathan Finch, Business Rep's., Cont.

Material Controllers/Apprenticeship Coordinators: We have submitted our request for a meeting to begin the Wage Review process. Waiting for our meeting to present our material and comps. This should happen by the end of March with a decision by mid-May. There are no outstanding grievances in this unit.

King County Roads/IT: Finally, the King County Council approved their contract. We TA'd this in May of 2019 and voted it in October of 2019. The County's process was slow. It has been changed and now the Council needs to act within 7 days of receiving the signed contract from the Executive. Hopefully, this will speed the process up in the future. We will begin to negotiate the successor contract in March of 2020. This group has joined the coalition of Unions at the County and we will see if this helps us in the future. Our Radio Shop continues to work towards the new PSERN implementation. This was originally scheduled for 2017 and now it looks like it will be operational at the end of 2022. Initially the County had planned to eliminate all of the Radio Communication Specialist positions and PSERN was going to have four such positions. As of our last update, the County plans to keep two of their five positions and PSERN now will need 14. We will work on successor language to follow the work to PSERN. There are no outstanding grievance in this group.

King County Metro/Light Rail: We just TA'd a four year contract and should vote it in April or early May. Terms include a raise of 4% in 2019, 1.5% January 1, 2020, 1.5% July 1 of 2020, 3% in 2021 and 3% in 2022. We have begun Labor Management meetings to address safety and clothing issues. Light Rail is providing our members with the appropriate FR rain gear and foul weather jackets.

We settled two arbitrations with King County with our members receiving between \$45,000 and over \$100,000 in back wages or as a buyout. Both members were appreciative of the Local's and the Union attorney's efforts to settle these arbitrations. One of the members was transferred from Light Rail to Metro where he is currently working. We have several outstanding grievances dealing with overtime distribution. It is a simple overtime agreement that the Power Chiefs just don't seem to be able to follow. Several other grievances on this issue were settled at Step One with the members who were skipped being paid for the missed overtime.

Power Marketers: We have now had two JLMC meetings with this group and after a long process, they have their contract in place. Members have seen sizeable raises as a result. This contract will expire at the end of the year and we will start negotiating in October for a successor agreement.

Seattle Department of Transportation: We continue to meet in JLMC and have been discussing overtime distribution and missing members on the OT list. Grievances have been settled making missed members whole. We believe the new process should keep members from being missed. We have also been discussing the change in job duties for some of our members. This is ongoing. Contract will expire in January of 2021 and we should begin negotiations in October of 2020.

City of Seattle/King County/SCL

Steve Kovac and Jonathan Finch, Business Rep's., Cont.

Seattle City Light: This contract will expire in January of 2021 and we will begin to negotiate a successor in October of 2020. SCL would like to try interest based bargaining this time. The Union is open to this idea. We settled on arbitration with our member receiving wages and benefits over the next year to make up for lost wages and benefits. Member was very happy with the settlement. We lost one arbitration (we were asking for a member to be paid for missed overtime while on paid admin leave). This would have been precedent setting and the arbitrator didn't want to go there. Another arbitration for termination of a 4th year apprentice two weeks before becoming a Journeyworker is still with the arbitrator. Decision should come in early March. SCL fired the Apprentice and said he didn't have just cause. We disagree. We also settled two ULP's of which one was over SCL not responding to grievances in a timely manner. At the time we filed there were nearly 120 outstanding grievances at SCL. With PERC mediation, we were able to resolve the issues and ensure our members will receive the proper pay codes and that grievances will be handled in a timely manner.

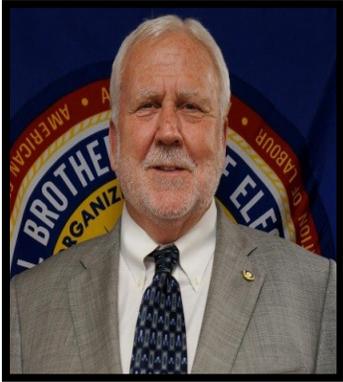
As of today, we have six grievances at Step 2 and four at Step 3. There are 5 at arbitration and the City is meeting with us and our attorney to try and settle all of these without going to arbitration. I believe we will be able to do this. The second settlement was over the City's inability to fill an information request. We settled this with the City agreeing to pay our attorney fees associated with filing the ULP and resolving it. City of Seattle will pay Local 77 \$3,500 and ensure future requests are handled in a timely manner.

Of the nearly 110 grievances that have been settled in the past three months, the Union has prevailed in all but three of them. Our members are receiving payments of over \$100,000, and also being offered the opportunity to work missed overtime as an additional person on the crew.

We still have several demands to bargain outstanding. SCL would like to change the makeup of the maintenance crew at Boundary. We have agreed to negotiate this as soon as the rest of our demands to bargain have been settled. These include PSM Crew Coordinator (ULP), Dispatcher EIM, Advanced Meter Program for Stations metering, filling the JIC for Powerline Tree Trimmers and PACE Crew Chief at Skagit (SCL has agreed to hire for this position). We are also working on a new overtime agreement to cover all crafts in one document and Alternative Work Agreements. Most of our members are now working alternate schedule i.e. 4/10s with early starts.

Jefferson PUD, Enwave, Westin, City of Ellensburg & Kittitas PUD

John Cunningham, Business Rep.



City of Ellensburg

At the time of this writing, the City has interviewed for the open Journey Line position and the crew hopes to be up to full complement soon.

Kittitas CO PUD

The District is still operating without a line crew. The Local is investigating a number of rumored irregularities in operations there. Negotiations for a new collective bargaining agreement are scheduled to resume in mid-March.

Westin

The Union and the Hotel continue to work on challenges around vacation scheduling.

Enwave

The Union has challenged the proposed changes in the employee policy manual directed by the Steam utility's parent corporation. The Union has concerns that the policy excessively interferes with or limits off duty activities.

Jefferson Co PUD

Negotiations have resumed following the rejection of a contract proposal in February. The JATC is happy to announce that Colton Worley has completed his apprenticeship and has tested successfully with the Local 77 Exam Board.

Like IBEW 77 On Facebook!



Puget Sound Energy

Jen Watson, Business Rep.



I hope everyone had a wonderful holiday season with loved ones and took time reflect on the past year. Things at PSE were busy this last quarter.

On February 14th, members of the PSE Load Office voted 16-8 to become a UNION Load Office. Please join me in welcoming 24 new Local 77 members! This is a close-knit group with a great sense of camaraderie, so it should be an easy transition. We are working on getting the team through bargaining training and are looking at dates to start negotiating with the company. I would like to extend special thanks to Sean Bagsby for all of his hard work with this effort!

Speaking of negotiating, the amazing and talented Small Committee worked hard to come to a Tentative Agreement on February 12th. The ballot count was held on March 26th and the new contract passed with an 87% vote for acceptance – before expiration of the current contract! This will be a longer term than normal, which means another six years before retirement can be brought to the table. The first wage increase is effective April 1st. Thank you to those that took the time to cast their vote. I would also like to express my appreciation for those that volunteered to act as Judge (Dalton Dice) and Tellers (Lana Straight, Mark Kibler, Tim VanDusen, and Zach Hostetler), as well as the Small Committee for their dedication!

Our next steps are finalizing language and getting contracts printed and distributed. I am also working with HR to start scheduling Labor/Management meetings in groups where doing so via conference call would be appropriate. In Solidarity, Jen Watson



PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development:



2020 Vision IBEW International Legislative Conference:

The past several months have been BUSY on the political front. Since the last newsletter in November of 2019, our International Office hosted the National Legislative / Political Conference in Washington DC on November 12-14, 2019. Our Delegation consisted of Business Manager Rex Habner, President Rick Johnson, Vice-President Damian Hernandez, Executive Board member Charlie Reyes, and myself. The first day was full of political updates from the International Legislative team, and many powerful political guest speakers. Keep in mind that this was in November, which was just before the beginning of the impeachment hearings, and the ramp-up to the Presidential Campaigning.

Both the IBEW International and Local 77 are focused on candidates who will stand with our Union, and protect our interests now and in the future. International President (I.P.) Lonnie Stephenson invited all the democratic candidates to participate in a conversation with the International President; a first for any IBEW President! With the various campaigns just underway, and other commitments, only two candidates were able to confirm; Sen. Bernie Sanders, and Former Vice-President, Joe Biden. It was incredible to have a live audience and conversation with between both candidates and our International president.

Our I.P. presented the same questions to both candidates, and asked the tough questions. After the interviews, the Delegates separated into groups according to congressional District for a day of lobbying on the Hill. Washington and Idaho were well represented, as all locals (both outside and inside) jurisdiction sent Delegates, so we could team-up. For most of our Washington appointments, our LU 77 delegation split-up to cover overlapping meetings. With such a powerful Delegation, we were well prepared, and the meeting were very productive. As you know, LU 77 takes a back seat to NO ONE, so the meetings we had with others from Washington or Idaho, we took the lead in the conversation!

The time was well spent, and each day was full of activity. With the attacks against unions and working people coming from all directions, we need everyone alert and at the ready. I am proud of our Delegation, and everyone represented our Members with pride, dignity, focus, and honor.

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

The logo for the IBEW 2020 Vision Conference is a circular emblem. It features a central graphic of a hand holding a lightning bolt. The text "IBEW" is prominently displayed in the center. Below it, "2020 VISION CONFERENCE" is written in large, bold letters. The outer ring of the emblem contains the text "AFFILIATED WITH" at the top, "AMERICAN FEDERATION OF LABORERS & BROTHERHOODS OF ELECTRICAL, ELECTRONIC, AND COMMUNICATIONS WORKERS" on the left, and "INTERNATIONAL BROTHERHOOD OF ELECTRICAL, ELECTRONIC, AND COMMUNICATIONS WORKERS" on the right. At the bottom, it says "REG. U. S. PAT. OFF." and "CANADIAN LABOUR CONGRESS".

IBEW
2020 VISION
CONFERENCE

SB/km opei8 afl-cio

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

IBEW 2020 VISION CONFERENCE



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PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

IBEW 2020 VISION CONFERENCE



SB/km opei u8 a fi-cio

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Washington and Idaho Legislative Sessions:

The Annual Legislative sessions for both Washington and Idaho began in January. For Washington, the session is short this year (60 days), and we started with an aggressive agenda. With the constant attacks by the Freedom Foundation, and other groups (ALEC) who have an agenda to DESTROY Unions and undermine our healthcare, pension, and workplace protections, our approach included room for defensive tactics as well. Our number one priority was to pass HB 1888. This bill was a response to the contact information requests for our members' personal information including birthdate. The bill also addressed allowing sufficient time for members and employees to respond and for proper notification to the Unions who represent them. After much hard work by many of YOU, and the help of our United labor Lobby Coalition, HB 1888 passed the legislature on March 9! This hard fought battle could only be won due to a collective effort. Below is a summary of the collective agendas for Washington and Idaho this session. A detailed summary of the conclusion of session will be posted on the LU 77 website soon.

Offensive Priorities: - (16 Total as of 2-17)

1) Pension Improvements to PERS / TERS / SCERS Public Pension Systems

- a. Increase pathways for Public Employees within these systems to retire early with minimal reductions / penalties
- b. COLA for PERS / TRS plan 1
- c. Rule of 85 / reductions of penalties past age 60

2) Post – Janus Public Employee Privacy Act / information protection improvements (with WSLC) – HB 1888

- a. Protection of personal data of public Employees so they are not exposed nor subject to identify theft, fraud, and safety risks
- b. Protections of birthdate / 10 day period

3) Protection against call center relocation similar to 2019 HB 1960 / SB 5058 (working with CWA)

- a. This bill provides clear penalties for employers who relocate call centers to another country. This Bill makes call center employers that relocate ineligible for tax preferences, grants, and loans for five years.

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Offensive Priorities: - (16 Total as of 2-17 Continued)

4) Public Works Bid Listing: SB 5457 / HB 1571

a. Improvements to Public Works bidding processes for sub-contractors. Goal is to prevent contractors from attempting to pay lower wages and boost profits at the expense of taxpayers and project quality. This measure would also help to eliminate “post-bid shopping”.

5) Buy Clean; Buy Fair Manufacturing Policy – HB 2744 (Doglio) – SB - NONE

a. An act improving environmental and social outcomes associated with the production of building materials

6) Worker Protection Act (HB 1965) – Workplace violations / qui tam:

a. An act relating to allowing whistleblowers to bring actions on behalf of the State for violations of workplace protections

7) WISHA / OSHA 10 and WISHA / OSHA 30 workplace training in construction (Building Trades) HB 2564

a. An act requiring employers working in construction to ensure their workers have completed a training program to cover the above with penalties

8) SB 6420 / HB 2694: An Act related to underground utilities and safety Committee

- a. An act concerning underground utilities and safety committee
- b. Amends def. of ‘marking’ of depth of underground utilities
- c. Modifies committee to add balance for participation; includes one excavator and one facility operator
- d. Removes requirement of committee member from insurance industry, and replaces with one from water sewer district

9) SB 6239: Apprenticeship utilization requirements on public works projects – Conway / Keiser

- a. Separates work hours per craft / occupation ‘for every contractors and subcontractor on a public project...’
- b. Applies apprenticeship utilization requirements to every contractor and subcontractor on a public works project and measures labor hours on a per contractor basis
- c. Adds, for projects subject to apprenticeship utilization standards and requirements, being a training agent operating under a valid training agent agreement to the responsibility criteria a bidder must satisfy to be awarded a public works contract

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Offensive Priorities: - (16 Total as of 2-17 Continued)

10) HB 2518: Natural Gas Transmission; Concerning the safe and efficient transmission and distribution of natural gas.

- a. Requires the UTC to provide conditions concerning the interim recovery, between rate cases, by a gas company of the costs associated with replacing pipeline facilities that are demonstrated to have an elevated risk of failure and the costs associated with measures to reduce hazardous and non-hazardous leaks from the gas company's gas pipelines.
- b. Requires gas pipeline companies, beginning March 2021 to submit annual reports to the UTC on certain gas pipeline leaks
- c. Includes other gas reporting requirements

11) SB 5400 / HB 1390: COLA increase for Plan 1 Public Employees Retirement

- a. Provides PES / TRS Plan 1 COLA of up to 3% and up to \$62.50

12) HB 2171: Vested vacation & time off upon an employee termination

- a. An act requiring payment of unused vested vacation leave or other paid time off, excluding sick leave, where provided by the employer and with some exceptions, upon termination of employment

13) SB 6012 (from 2019) Hydro tax parity – renewable tech and incentives – 100% clean

- a. Follow-up from 2019. Bring Hydro in-line with renewable generation for tax credit purposes

14) SHB 2586 / SB 6496 – Electrification of homes and Buildings – (concerns from utilities)

- a. Authorizes the governing body of a municipal electric utility or a public utility district to adopt a beneficial electrification plan and offer incentives and other programs to accelerate the beneficial electrification of homes and buildings for the utility's customers

15) HB 2594: Retail Electric and natural gas disclosures – (OTHER, concerns)

- a. Requires an electric utility or natural gas company to publish, or provide electronically, all proposed changes to its tariff for at least 30 days
- b. Requires an electric utility's or natural gas company's tariff change publication to include certain information, including the expected rate impacts of certain regulatory or policy decisions

16) SSB 6135: An act relating to system reliability during the clean energy transformation act implementation (100% clean)

- a. Directs the Dept. of Commerce and the UTC to jointly convene a meeting of representatives of the investor-owned utilities, consumer-owned utilities, and other specified stakeholders at least once over 12 months to discuss the adequacy of energy resources to serve Washington's electric needs and to address specific steps the utilities can take to coordinate planning in light of changes to the NW power system

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Defensive Priorities - ATTN: (7 total as of 2-16)

1) 2019 – SB 5240: An act relating to investing the assets of the First – Class Cities' Retirement Systems (SCERS) -

- a. This Bill permits the Washington State Investment Board to enter into agreements to invest the pension funds of the First Class Cities Retirement Systems without approval of the board participants.
- b. We opposed this legislative change in 2019, and were successful in stopping its progress in Committee. We believe that the Board of members who are invested in the plan, along with the actual plan participants need to have the ability to decide the investment and management process.

2) MANY ALEC (FF) Bills - ATTN:

a) HB 2477 – Review standards for DOL occupational licenses

- i. Has support, Rep. sponsored (Vick, Hoff, Voltz, Kraft)
- ii. Requires any professional license created after July 31, 2020 to be for the exclusive purpose of protecting the public interest
- iii. Establishes evaluation criteria to be used while determining the best method of regulation

b) HB 2355 – Creating Alternative professional licenses standards for various careers

- i. (Vick, Hoff, Harris, Voltz, Gildon)
- ii. Grants the Department of Licensing the ability to consider competency – based licensing standards for professional licenses (undermines current apprenticeship training model)

c) HB 2354 – Expediting NEW professional licenses for NEW WA residents

- i. Rep Sponsored again: Vick, Hoff, Harris, Thai, Gildon, Wylie, Voltz)
- ii. Requires the Dept. of Licensing to expedite the professional license, certificate, or permit, of any person licensed and in good standing in another State

d) SB 6465 – Occupational licensing

- i. Provisions relating to issuing licenses to out-of-state applicants are added or modified for various occupations

e) HB 2357 – Professional licenses reform review / reporting

- i. Creates a review process for professional licensing regulations and requires a report to be made to legislature

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Defensive Priorities - ATTN: (7 total as of 2-16 Continued)

f) HB 2608 – Addresses project review and approval under state Building Codes

- i. Allows a local code official to approve construction materials, methods, or designs outside of those for in the State Building Code if the proposed material, method, or design complies with the intent of the code and is at least the equivalent of what is provided for in the code.

ATTN – WA State IBEW LU 77 Watch – Tier 2 Priority List: (10 total as of 2-17)

1) SB 6222 / HB 2405 — Concerning Commercial property assessed clean energy and resilience

2) SB 6223 — Concerning expanding equitable access to the benefits of renewable energy through community solar programs

3) SB 6352 — Eliminating expedited processing of alternative energy resources facilities before the energy facility site evaluation council

4) SB 6414 / HB 2629 — An Act relating to the waiving utility connection charges for certain properties (state of emergency only, etc.)

5) SB 6409 — Related to exemptions from electrical licensing for industrial equipment (manufacturing)

6) 2819 / 6578 — Goldendale pump storage bill - (Bob Guenther, BT, WSLC – Issues with Tribes)

- a. An act relating to designing pumped storage projects located in a county bordering the Columbia River utilizing statutorily authorized water rights to be projects of statewide significance.

7) SB 6431 — Exempting personal demographics details of state employees from public disclosure

8) SHB 2758 — PTSD 911 dispatch personnel bill/ Rep. Corry's Bill

9) HB 1521 / SB 5655 — Providing for accountability and transparency in government contracting (Building Trades)

10) SB 5457 — Naming of subcontractors

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

IDAHO!

1) NEW Idaho Utility Worker Assault Bill:

Ongoing work from last year on and Idaho version of our WA Assaults against a utility worker Bill. Mike Brown and Jason Hudson have been the lead on this, and we have confirmed a Republican Prime Sponsor. Bill is Senate Bill 1336 – Assault, battery enhanced penalty. Bill padded the House JRA Committee, still in process. Jason Hudson with Idaho AFL-CIO is primary, working with Mike Brown and SB.

2) Electrical Ratios for Apprentices:

The War on electrical apprenticeship ratios continues from 2019...

In January 2020, the House Business Committee removed electrical apprentice ratios from the rule of the Electrical Board. It was a perfect storm of “red tape reduction,” and legislative power grab.

Many meetings were held and the Electrical Board approved a temporary rule on Wednesday. The Building Trades did not enthusiastically support this, but preferred it to a new law. Here is the proposed rule:

02. Direct Supervision. It shall be the responsibility of the employing electrical contractor to ensure that apprentices perform electrical work only under the constant on-the-job supervision of a journeyman electrician.

a. Journeyman to Apprentice Ratio. One (1) journeyman may supervise no more than four (4) apprentices in one and two-family dwellings. One (1) journeyman may supervise no more than two (2) apprentices making electrical installations in all other locations.

b. Any contractor violating the journeyman to apprentice ratio is presumed to be in violation of the direct supervision requirement of Section 54-1010, Idaho Code, and of the constant on-the-job supervision requirement of Section 54-1003A, Idaho Code. The journeyman to apprentice ratio may be adjusted on a case-by case basis by a showing by a contractor of special circumstances, which are peculiar to the work done by that contractor and which allow for effective supervision by each journeyman electrician. A contractor must obtain permission from the Division of Building Safety to adjust the journeyman to apprentice ratio. Failure to comply with this requirement will be grounds for suspension or revocation of the electrical contractor's license.

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

IDAHO Continued

The Governor's office has placed a moratorium on new rules, but has assured DBS that this one will be allowed. Rulemaking requires at least one public hearing. When this will occur is not clear. More to come...

3) Worker's Comp.:

Senate Bill 1321 would redefine the standard and make workers, or their surviving family, prove by "clear and convincing evidence the employer, its officers, agents, servants, or employees either intended to harm the employee or engaged in conduct knowing, at the time that the employee's work assignment was made, that injury or death to the employee would occur." Thus, shielding employers from liability for their egregious conduct.

Sean Bagsby, Political Director IBEW LU 77
(206) 639-0748
seanbagsby@ibew77.com

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

IBEW Local 77 PERS Committee:

Your PERS Committee spent a lot of time meeting the past year, to bring back and address options for our public sector members who are currently in the PERS system to have options to retire early with reduced penalties. This has been an ongoing project, going back almost 20 years. As many of you recall, Brother Bob Guenther and Sister Shaunie Wheeler worked with local Union Leadership and the PERS Committee to try different approaches to address this issue. The direction has taken many turns and changes in direction over the years; from a narrow focus of only first-responder classifications to have an early retirement option, to including MORE of our growing membership.

During meetings of the PERS Committee late last year, to consensus of the group along with your Business Manager to take the long-term approach and focus on expanding early retirement options for ALL our public sector PERS plan participants. This is a long-term approach, and a harder hill to climb, but it would benefit MORE members in the long term. The goal was to introduce a PERS bill this session to begin the conversation and build support in the Legislature, and our labor partners.

After much hard work by several of your PERS Committee, we were able to roll-out a NEW PERS Bill this session just before the Washington State Labor Council (WSLC) Legislative Lobby Conference to our Delegates; SB 6662! This bill incorporated the three primary areas: implement the rule of 85 for early retirement, reduce the percentage on reduction for this age 60 and above, and to add a modest COLA for PERS and TRS Plan 1 members. This was an ambitious Bill, with a goal to include all the primary issues in one bill for a unified conversation.

As expected, the bill did not pass this session, but our objective was achieved nonetheless. We now have a framework to build on next year, and the years to come. In addition. Another bill we supported HB 1390 which was focused only on the PERS Plan 1 COLA did pass with our support! This will help pave the way for our 2021 plan.

The Idaho Union Lobby day for 2020 was hosted by the Idaho AFL-CIO and was once again a huge success! Thanks to our Assistant Business Manager Mike Brown, and Brother Kyle Beierle, we had a powerful group of Delegates participate and carry the banner of IBEW 77!

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.



On January 15 & 16, 2020 we attended the Idaho AFL-CIO Union Day at the Idaho State Capitol for the Lobby for Labor event. Organized labor from across Idaho attended, so Union labor's voice could be part of the conversation.

IBEW Local 77 Delegates to the Idaho AFL-CIO Labor Day event were: Greg Schumacher, Nick Mejie, Kyle Beierle, Rob Smith, and Assistant Business Manager Mike Brown from our Spokane Office.

IDAHO AFL-CIO UNION DAY at the Capitol JANUARY 15TH & 16TH

Lobby for Labor

Meet with Legislators making decision that effect Union Workers in Idaho

Wednesday, January 15th

- 2:00pm-5:00pm **Orientation & Training** at the IBEW 291 Union Hall - 225 N 16th St, Boise

Thursday, January 16th

- 7:30am-9:00am: Breakfast with Legislators at the Capitol
- 9:00am-Noon: Lobbying for Labor at the Capitol
- Noon-1:00: Lunch Break (Lunch on your own)
- 1:00pm-4:00pm: Display your craft in the Capitol Rotunda
- 6:00pm-9:00pm: Annual Meet & Greet at the Basque Center

Please RSVP to:

teresa@idahoaf-cio.org, or (208)321-4814



HOTEL INFORMATION
The Riverside Hotel - 2900 Chinden Blvd
Ask for Idaho AFL-CIO Rate
208-343-1871



We support candidates and Union Members running for public office across our jurisdiction who support our pro-worker, pro-UNION agenda, regardless of political party. Our political agenda is NOT about the party, but about the issues. If you are interested in joining your LU 77 PAC, please visit our website at www.IBEW77.com or contact our Political Director, Sean Bagsby at 206-639-0748 or seanbagsby@ibew77.com.

SB/km opeiu8 afl-cio

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

The Washington State Labor Council (WSLC) Legislative Lobby Conference was also in January in Olympia. This year, our Delegation was comprised of mostly PERS Committee members. I am proud to say that not only did LU 77 stand out strong in representation of our Membership; we had the largest IBEW Delegation of any LOCAL in the State! We also had more representation from across the state with members from Cheney, to Tri-Cities, to SW Washington, to Wenatchee, to Everett.

On the first day, we hosted our OWN "IBEW Local 77; Lobby to WIN – Phase 2" training for our Delegates, facilitated by Former Washington State Representative Jesse Wineberry. The training was well received by our PERS Committee members and delegates once again, and the role-play for fun to watch. This training is focused on the details of lobbying, and the internal dynamics of the Legislature. After the training, we had dinner as a group to de-brief from the training. Everyone was fired-up for the upcoming lobbying. The evening consisted of the annual legislative reception, where several labor-friendly legislatures came to meet the delegates.

Join PAC Today!

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.



To start the WSLC Conference, IBEW Local 77 hosted the LU 77 "Lobby to WIN" training! LU 77 Delegates from across WA State participated in an intense, private 4-hour lobbying training facilitated by Lobby Champion and former WA State Representative Jesse Wineberry. Here are some of the photos of our LU 77 Delegation and training session.



PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

(WSLC Legislative Lobby Conference Continued)

Day 2 started out with a short plenary session with guest speakers and presentations. All Delegates were seated according to their legislative districts, so everyone could move quickly to the Hill as a group for their appointments after the rally. What rally you say? This was the Labor Rally in support of HB 1888 the 'Public Employee Privacy' Bill! Several hundred Delegates gathered on the capitol steps for the rally and to be 'Fired-up' for the day of lobbying. The Delegates returned to the Hotel after lobbying and we debriefed and collected the responses and reactions from the various appointments. This was an incredibly productive day, and everyone was engaged the entire time. We could not have asked for a finer group to fight the good fight on behalf of our membership. Great job, everyone!

The Election season is upon us, and I will be reaching out to all our PAC signers and Chair people soon. Please start to plan meetings with local candidates with a focus on local issues. It is important to encourage EVERYONE in your family and community to exercise their RIGHT to VOTE. As your PACs across our jurisdiction build the IBEW Local 77 endorsement list, please keep in mind this is based on candidates and initiatives that align with our values as UNION workers. This is NOT about political party, this is NOT about issues outside of those that affect our careers, apprenticeship, healthcare, pension, organizing, and other areas tied to our existence as IBEW 77!

Please do not let the media confuse you with distractions around personal beliefs and superficial issues. These choices are yours to make, and you have control of those decisions.

IBEW Local 77 endorses candidates based on their position on the issues that are important to us, NOT based solely on Party affiliation. We have allies on BOTH sides of the aisle.

IBEW Endorses Joe Biden for President



Above: Former U.S. Vice President Joe Biden shaking hands with IBEW Local 77 Vice President Damian Hernandez. IBEW has endorsed Vice President Biden for US President. See the “Biden Policy Priorities” in this newspaper publication.



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900 Seventh Street, NW
Washington, DC 20001
202.833.7000
www.ibew.org

LONNIE R. STEPHENSON
International President

KENNETH W. COOPER
International
Secretary-Treasurer

February 6, 2020

VIA EMAIL

To: All IBEW Local Union Business Managers in the United States

Re: Presidential Endorsement

Dear Sisters and Brothers:

The leadership of the IBEW, while attending the annual officers meeting, unanimously endorsed Vice President Joe Biden to be the next president of the United States.

Typically, the IBEW does not endorse this early in the primary process, so I wanted to take this moment to explain to you why we decided to support Joe Biden this year.

America is facing an unprecedented crisis. Despite all of President Trump's promises to be the best friend of working people ever elected, his administration has proven to be the most anti-labor one of our lifetimes.

From slashing health and safety protections, to attacking the basic right of federal employees to collectively bargain, to appointing judges committed to overturning every labor protection passed in the last century, Trump has shown again and again that he is no friend of the IBEW or organized labor.

All of the Democratic Party frontrunners have made clear their support for expanding workers' rights, and we appreciate their full support for legislation like the Protecting the Right to Organize (PRO) Act, which makes it easier for workers to exercise their right to collectively bargain.

And that includes Joe Biden, who has been a longtime champion of organized labor since his first days in the U.S. Senate. But what makes Joe Biden unique is his support for IBEW jobs as well.

Climate change remains one of our nation's most pressing challenges, and the Trump administration's refusal to admit it is even an issue is unacceptable.

The IBEW has been meeting the challenge of slashing carbon emissions, from installing solar panels and building wind turbines to pushing for pro-jobs, pro-environment legislation on the local, state, and federal level.

No organization has trained more workers for the green economy than the IBEW.



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All IBEW Local Union Business Managers in the United States
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Unlike his opponents, Biden has developed a comprehensive energy plan through close consultation with the power professionals of the IBEW. He supports an all-of-the-above energy strategy, including support for nuclear and carbon-capture technology.

His plan is the only realistic one, acknowledging the need to transition to a carbon-free economy while protecting America's energy security and maintaining good jobs.

His ambitious clean-power infrastructure plan would put tens of thousands of IBEW members to work building the energy grid of the future. At the same time, his promise of investment in new clean-energy technology would be a boon for IBEW members in the construction, utility, and manufacturing branches alike.

As a long-time supporter of Project Labor Agreements and the Davis-Bacon Act, Biden would guarantee that all federally funded infrastructure jobs would be good-paying middle-class jobs.

Biden is also one of America's greatest champions of our railroad system, riding Amtrak to work every day when he was a senator.

He will revitalize America's transportation infrastructure, creating good IBEW jobs across the nation. He has also promised an ambitious investment in broadband, which is good news for both rural America and telecommunications workers, including IBEW members.

And for our government members, Biden will end the war on federal workers launched by President Trump. He has made it clear again and again that he values our federal workforce and believes strongly in their right to join the union of their choice and to collectively bargain.

Health care is always a top issue for IBEW members. And Biden has a plan that builds on the strengths of the Affordable Care Act, including a public government option that gives every American the chance to get quality health coverage, while protecting the hard-won benefits we have earned at the bargaining table over the decades.

As always, your vote is your decision. And we understand that not every IBEW member may agree with us.

But we have thought long and hard about this decision. IBEW leaders and members had the opportunity to ask questions of both Vice President Biden and Senator Bernie Sanders at our Political and Legislative Conference last year.



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We also have done surveys, along with other building trades unions, of our members, especially in the so-called battleground states, and have found that Biden's policy positions are more in line with our members than any of the other candidates.

But we feel that Vice President Biden is the best choice for the IBEW because he has taken the time to listen to what our members have to say about the biggest challenges facing our country. And that makes me confident that IBEW members will always have a seat at the table in a Biden administration.

We encourage every business manager to talk to your members about why the IBEW is supporting Joe Biden and encourage them to get out to vote in the primaries and caucuses ahead.

We must make sure the IBEW's voice is heard, and that we support candidates who support us.

With best wishes, I am

Fraternally yours,

A handwritten signature in cursive script that reads "Lonnie R. Stephenson".

Lonnie R. Stephenson
International President

LRS:mlm
Attachment
Copy to All International Vice Presidents in the United States and Canada



PAC & Organizing

BIDEN POLICY PRIORITIES

"We feel that Joe Biden is the best choice for the IBEW because he has taken the time to listen to what our members have to say about the biggest challenges facing our country. And that makes me confident that IBEW members will always have a seat at the table in a Biden administration."

--IBEW International President Lonnie R. Stephenson

LABOR STANDARDS

Vice President Biden has stood with unions and workers his entire career, both in the Senate and White House.

- Strongly supports the **Protecting the Right to Organize (PRO) Act**, which will protect workers' right to organize and bargain collectively, and increase penalties on companies that interfere with that basic right
- Will require **prevailing wages on all federal-supported infrastructure and transportation projects**
- Supports **passage of the Butch Lewis Act**, which will help troubled multiemployer pension plans
- Will ban "**right-to-work**" (state laws prohibiting unions from collecting dues)
- Create a **cabinet-level working group** that will focus solely on promoting union organizing and collective bargaining in the private and public sectors
- Give independent contractors the right to organize and bargain collectively

Holding employers accountable

- Will enact legislation to prevent worker misclassification and create a federal ABC test to accurately distinguish employees from independent contractors
- Will support legislation to ensure workers can exercise their right to strike without fear of reprisal by banning permanent strike replacement and remove the ban on secondary boycotts
- Will hold corporate executives personally accountable when their companies violate labor law
- Prohibit federal contracts for employers who violate labor law and require federal contracts to only go to employers who sign neutrality agreements
- Eliminate forced arbitration and the use of temporary staffing agencies

Workplace safety

- Will dramatically increase resources to uphold workplace safety and health standards and increase the number of labor investigators

REBUILDING AMERICA'S INFRASTRUCTURE

Vice President Biden has committed that all infrastructure projects will contain labor protections.

- Investments that will carry Davis-Bacon wage guidelines
- Employees from high-quality apprenticeship programs
- Source materials that originated in the United States

PAC & Organizing

Rail

Vice President Biden has offered a plan to reinvigorate and invest in America's railroad network.

- Prioritizes the construction of high-speed, nationwide freight and passenger rail system
- Seeks to connect the Northeast Corridor with the fast-growing South for efficiency of travel in both freight and passenger rail services
- Further electrifying the rail system
- Installing and adding light rail lines in cities to ease congestion
- Focuses rail safety on all of his policy initiatives

Waterways and Shipping

Ports, harbors and waterways are sectors of the economy that have been adversely affected by underinvestment in the nation's infrastructure.

Vice President Biden pledges to invest in:

- Increased funding for United States Army Corps of Engineers programs
- Working with labor and local leaders to ensure that America's ports remain globally competitive
- Make water infrastructure a top priority

FUNDING

Highway Trust Fund: Biden has guaranteed his commitment to building revenue sources and stabilizing the failing balance of the Highway Trust Fund

Harbor Maintenance Trust Fund: Biden has set ambitious goals on utilizing the Harbor Maintenance Trust Fund for its intended use of maintaining our country's ports and harbors

ENERGY AND CLIMATE

Vice President Biden has developed a comprehensive energy plan through close consultation with the power professionals of the IBEW. He supports an all-of-the-above energy strategy, including support for nuclear and carbon-capture technology.

Will invest \$400 billion in energy research and innovation to build the industries of the future:

- Carbon capture
- Grid-scale storage
- Advanced nuclear

Solutions for a changing world

- Proposes to create an energy efficiency standard for building and appliances that will require deep retrofits and a shift to appliance electrification
- Invest in coal and power plant communities impacted by climate transformation
- Deploy 500,000 public electric vehicle charging stations by 2030

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Leveling the international playing field

- Imposing a carbon tariff (“adjustment fee”) or quotas on carbon intensive imports from countries that are failing to meet environmental standards – ensuring American workers are not at a disadvantage
- Moving aggressively to require foreign countries to stop gaming the system and reduce their admissions

EDUCATION AND TRAINING

- Will strengthen registered apprenticeships and partner with unions on workplace training
- Opposes the Trump administration’s Industry-Recognized Apprenticeship Program (IRAPs)

RURAL AMERICA

- Will invest \$20 billion in rural broadband and expanding broadband access in rural areas, completed with high-wage, family sustaining jobs
- Plan for rebuilding infrastructure in rural communities

MANUFACTURING

- Manufacturing Extension Partnership
 - Quadruple the current funding to ensure that small manufacturers are able to compete with the global economy
 - Employers, state and local governments and universities must be joined by labor to develop low-carbon emissions technologies in the industrial sector
- Vice President Biden’s plan outlines the need for a \$6 billion Manufacturing Communities Tax Credit to invest in communities that have been devastated by mass manufacturing layoffs and loss of government institutions

PAC & Organizing

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Membership Development / Organizing Updates:

Organizing campaigns take a lot of planning, coordination, group-effort, and sacrifice. The workers involved in the campaign invest their heart and soul with the hope that they can bond together and join a Union. During this process, it is required to keep much of the process quiet to not only protect the workers, but to also maintain some secrecy of the strategy. During the past several months, I have been working with Business representative Jen Watson on a campaign with a group of workers within PSE called the Load Office. This group was close to joining LU 77 back in 2013, but the campaign failed and the election vote was LOST by only ONE vote! But now, after the workers came back together and worked hard to re-build the dream of dignity and respect in the workplace, we started a NEW campaign. After many months of work sessions, meetings, internal organizing, solidarity – building, bullying and threats from management, I'm proud to say the vote which concluded on Feb. 14th (YES Valentine's Day) ended with a vote 16 – 8 to join IBEW Local 77! **Congrats to the NEW IBEW Local 77 Load Office! So many people worked hard to make this happen, especially Craig Hansen, Kaysee Kauer, Nikki Siron, Bryan Ensley, David Long, Chris Dill, and their Leader Abbi Melekh! Jen Watson and Abbi worked tirelessly to make this happen, so please join me in thanking them! They will begin bargaining for the first contract soon, so please stand with them in support.**

This is but one example of what is possible when working people come together and UNITE for a common purpose. We have many other organizing campaigns in the works, so stay tuned for more. Would you like to help with our organizing efforts? Please contact me directly at 206-639-0748 or seanbagsby@ibew77.com!

VOC Committee

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Many of you show your Union Pride every day by wearing your LU 77 and I'm in shirts and swag. Always remember: we are only as strong as our Membership. This message is POWERFUL because not only does it demonstrate our Solidarity as 77 Strong, this also demonstrates to our Employers that we are UNITED!

Your VOC Council have taken the I'm in Campaign and Union Solidarity to the next level, by continuing with promotion of 'Wear it Wednesdays' 2.0! Please be sure to wear your "I'm In" or Local 77 shirts, buttons and lanyards on "Wear it Wednesday"! Then please take a selfie or pictures with your co-workers (when appropriate), and send to VOC@ibew77.com! Stay tuned to the Local 77 Facebook page, VOC Facebook, and Local website for MORE exciting news about Wear it Wednesdays!

**Wear it
Wednesday!!
2.0**

Send us your pictures of
you and your brothers
and sisters to:
ibew77@ibew77.com
& please post to the
VOC Facebook page.

**SHOW YOUR UNION PRIDE AND WEAR
YOUR IBEW 77 SWAG ON**

WEDNESDAYS IN 2020!

#ImIn77

RENEW Committee

Sean Bagsby, RENEW Committee:



Your IBEW 77 RENEW Committee continues to engage the current and next generation Union and non-Union electrical workers through education, social, and recreational events in an effort to create a positive association with IBEW Local 77. This work is critical to make sure our Union remains 'Member Driven'. The youth are our future; and YOUR RENEW 77 exists to promote this understanding. Your current RENEW Committee Members are: David Poole: Customer Field Rep. - Puget Sound Energy; Kyle Kolton: Customer Field Rep. - Puget Sound Energy; Brick Strait: Journey Tree Trimmer Foreman - Asplundh; Joey Mell: Journey Tree Trimmer Foreman - Asplundh; Sean Bagsby: Journey Wireman / Membership Development / Political Director . With the new year upon us, your RENEW Committee are working hard to plan many fun events for 2020!

Annual 'Scare out the VOTE'! To complete 2019, your RENEW Committee participated in our annual 'Scare out the Vote' October 30 and 31! This is the first time the event spanned two days, and the reason for this was to have more time to phone bank our members. Many of you may recall receiving a phone call from a volunteer during the day.



Thanks to our volunteers, we made contact with over 700 members, with a total number of 1,016 calls! Thanks to your hard work, many of our 2019 General Election pro-Union candidates and initiatives were successful.

On Halloween, the Second Annual Costume Contest was held at the Sea-Tac Hall! Many of the phone banking volunteers, Local Union and Admin Staff participated. After a hard – fought battle, Kellie McGuire took first place, and Rhiannon Edwards second place! Everyone had a great time, and this was a fun opportunity to have some fun during the phone banking.

RENEW Committee

Sean Bagsby, RENEW Committee, Cont.

Scare Out The Vote – Oct. 30 & 31, 2019

NERVOUS FOR NOVEMBER?
JOIN IBEW LOCAL 77 RENEW AND VOC FOR:

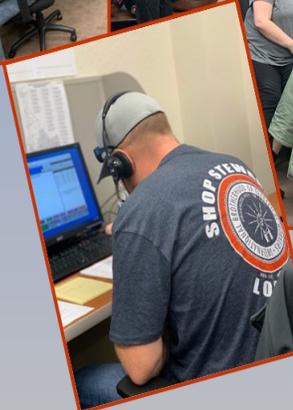
ANNUAL SCARE OUT THE VOTE

NOW 2 DAYS!

10.30.2019 and 10.31.2019
9:00 AM - 3:00 PM

SeaTac Hall
19415 International Blvd
SeaTac, WA 98188

Any questions, please contact Sean Bagsby:
(206)639-0749 seanbagsby@ibew77.com
RSVP by 10.25.19
Betsy Thew (206)523-4505 betsythew@ibew77.com



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.

Ugly Sweater Bowling Party and Contest!

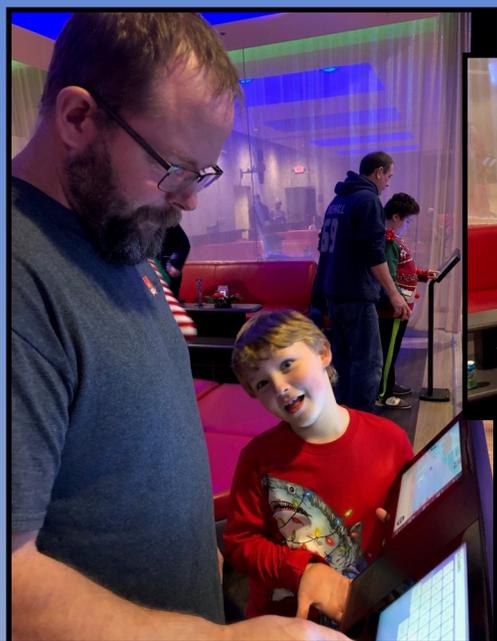
One of the most popular RENEW events every year is the Annual Ugly Sweater Bowling party! This is a family - friendly event, for Members, friends, children, in-laws, (and outlaws!) can come together in Solidarity and spend social time together. This event is another demonstration of pulling together our Union Family. Your RENEW Committee chose a new location for 2019, the Family Fun Center in Tukwila. I pleased to announce that we had one of our largest turnouts ever, with 25 people!

There was a friendly competition for best bowler, which was won by Brother Chris Henning! The Ugly Sweaters were out in force, and many Members brought children to participate this time. If you have never participated in this event, I strongly encourage you to plan for it in December 2020! Your Committee worked hard to pull this together, and your Union is stronger for this!



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.

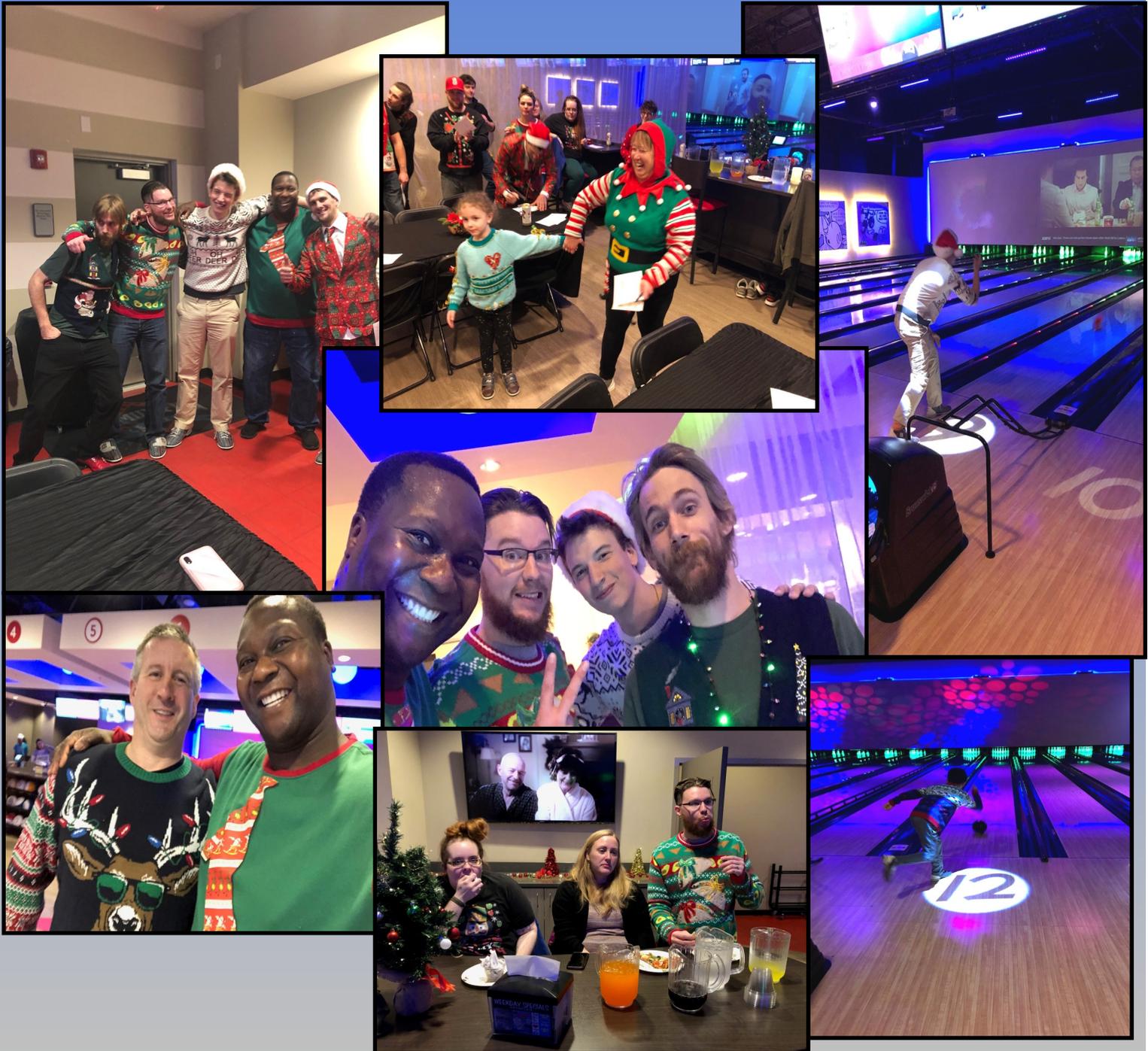


15	1	2	3	4	5	6	7	8	9	10	0:33	
Brick	9	-	6	1	9	-	X	4	1	7	-	52
Jon	8	-	9	/	6	/	8	-	7	5	/	67
Rod	7	/	3	8	-	4	-	8	4	8		43
Chris	8	-	6	3	9	/	6	3	9	/		52



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.



RENEW Committee

Sean Bagsby, RENEW Committee, Cont.

2020 T-Shirt Contest!

The RENEW Annual T-shirt Contest will be announced during the 2020 Unit Conference on April 24-25. For 2020, it would be great to have MORE classifications participate! The 2019 contest was won by Tree Trimmer Brick Strait. Now is the time for you to fire-up your artistic talent and creative juices and think of a cool design for a NEW Local 77 shirt. More details to come soon...



The mission for your RENEW 77 Committee will always be to “engage current and next generation Union and non – Union workers through education, social, and recreational events in an effort to create a positive association with IBEW Local 77”. To help our Union grown and move into the future, we are still looking to GROW the Committee with NEW members from across our jurisdiction! **Let me ask you a few questions:**

Do YOU want to help LU 77 connect with more young electrical workers?

Do YOU have ideas on cool, fun, and NEW events that would bring members together in Solidarity?

Is it important to you that LU 77 support the next generation young workers to secure our future?

Have YOU participated in past RENEW events, and would like to help plan future activities?

Would YOU like to see more training and educational session focused on younger workers?

If you answered **YES** to any of the questions above, you are a good candidate to serve on the RENEW Committee! You can attend one of our meetings and check it out, no problem. If you are interested in how you can become a RENEW 77 Committee member, please contact Sean Bagsby at 206- 639-0748 OR seanbagsby@ibew77.com!

RENEW Committee

Sean Bagsby, RENEW Committee, Cont.



2020 T-SHIRT DESIGN CONTEST!

Contest Rules:

- ⇒ Design your artwork (freehand or digitally)
 - * artwork must be IBEW/SAFETY/UNION oriented
- ⇒ Submit your design by **May 29, 2020** to: RENEW@ibew77.com
- ⇒ We will post all submissions on Local 77's Facebook page
- ⇒ VOTE! through the Local 77 Facebook page: facebook.com/IBEWLocal77
- ⇒ After the winning design is selected, a batch of both men's & women's t-shirts will be available for purchase in the IBEW Local 77 Online Store.

Voting will begin on June 1st & end on June 15th

IBEW Local 77



Remember to submit YOUR design to RENEW by **May 29, 2020** via email to: RENEW@ibew77.com

Electrical Workers Minority Caucus

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.

Electrical Workers Minority Caucus (EWMC) National Leadership Conference:

Every year, the National Electrical Workers Minority Caucus (EWMC) host an Annual Leadership Conference the weekend prior to the Martin Luther King Holiday. For 2020, the 30th Annual Conference was held in Chicago, Illinois. Local 77 send four (4) members:

Business Manager / Financial Secretary; Rex Habner
Political Director / Membership Development; Sean Bagsby
Customer service Rep; Raquel Toronto
Unit 100 Chairman and EWMC Delegate; Frank White

The Conference began on Wednesday, January 15 with the EWMC – RENEW Conference. Over 250 young workers from across the USA and Canada came together for educational workshops, training, and formal presentations to learn how to better the IBEW for the future workforce. Thursday Jan. 16 started with the EWMC ‘Day of Giving’ community service project day. Every year since 2006, the EWMC Delegates who arrive early participate in community service projects across the host city. There is nothing more rewarding then helping those in need and giving back! This year, over 350 Delegates participated in 13 projects, which included, packaging food for community centers, electrical maintenance for churches, serving food to the homeless, reading to children in schools, and cleaning up community areas. Another benefit of this event is that the volunteers are all integrated; so you can be working with a crew of 20 people from 20 different IBEW locals! This forces people to fully understand what the IBEW Family internationally is really all about!

From the opening session Thursday night, until the close on Sunday afternoon, the Conference is FULL of guest speakers, plenary sessions, interactive workshops, and training. As a Member of the EWMC national Executive Board, I must say this was one of the most powerful Conferences I have ever attended! Our Delegation along with our Pacific Northwest Multi Chapter group (which included EWMC and IBEW members from Vancouver BC, to Portland Oregon) represented our Local well. We are truly ONE Union family, and we all learn and grow for working together. This is what the EWMC is all about!

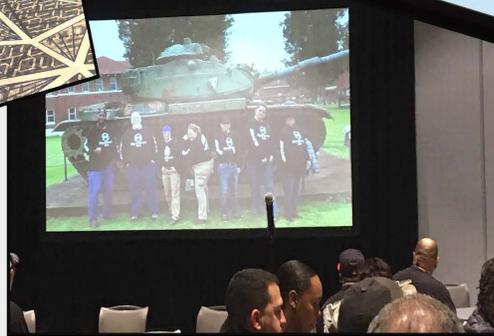
If you would like to learn MORE about the EWMC, please contact be directly at 206-639-0748 or seanbagsby@ibew77.com!

Electrical Workers Minority Caucus

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.



IBEW Electrical Workers



Minority Caucus Conference

Electrical Workers Minority Caucus

Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.



IBEW Electrical Workers

Recent P&I Successes

- Atlanta Gas Light – 671 workers (LU 1897)
- Gopher Resources – 233 workers (LU 108)
- Fullin Industries – 111 workers (LU 538)
- Everource Call Center – 210 workers (LU 457)
- Elizabeth Warren – 650 workers (LU 2320)
- Pate Building – 250 workers (LU 2321)

Other half of 13 governor seats is open going into the 2020 elections



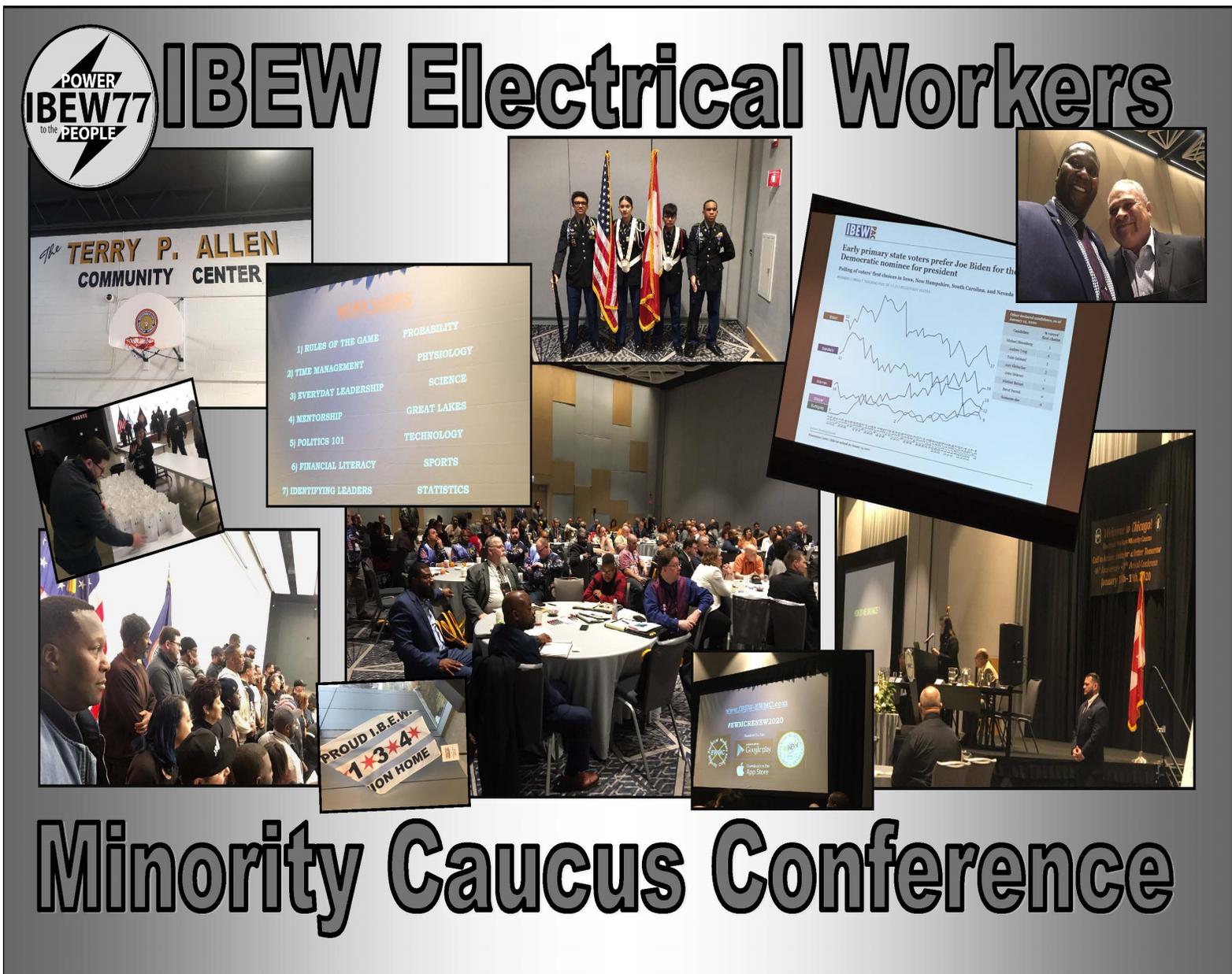
Electrical Workers Minority Caucus
2018 Annual Leadership Conference
October 1-3, 2018
Carolyn I. Williams
Political Director
IBEW Local and Minority Supporter Base



Minority Caucus Conference

Electrical Workers Minority Caucus

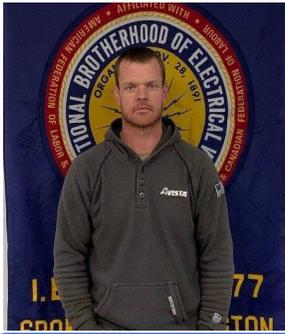
Sean Bagsby, Political Action Committee (PAC) Director & Membership Development, Cont.



Congrats to our Journeymen



Andy Rizo



Doug Basenberg



Garrett Gfeller



Jared Wilkie



Joe Paintner



Tyler Burke



Matthew Sullivan



Ryan Bysegger



Scott Paulsen



Craig Mack



Robert Davis



Brenton Wurz



Jeff Good



Zach Gehring



Rick Thorpe

Women's Committee



The IBEW Local 77 Women's Committee held their second annual fundraising gala on November 9th. The gala was attended by members of five different locals as well as management from three companies where our members work. Table sponsors included the Washington State Council of Fire Fighters, IBEW Local 125, Electrical Workers Minority Caucus, IBEW Local 46, and the Women's Committee of Local 46. The event was a lot of fun and a huge success. With nearly 70 raffle items, we raised \$30,000 to benefit the Northwest Regional Burn Model System, aka UW Burn Center at Harborview.

Members of the Women's Committee met with some of the team at Harborview in February. Aside from delivering the check, we had a dialogue around finding other ways to partner together throughout the year. We hope to coordinate more visits as well as to invite their team to safety events at the Local and throughout the companies where our members work. A huge thank you to all who attended and/or donated raffle items. See you in November! Sister Teri Kannor will be hosting a booth at the Washington Women in Trades Job Fair on Sept 30th in Seattle. If you are interested in helping, please reach out to terikannor@ibew77.com or womenscommittee@ibew77.com.



Unit Meeting Schedule

Week	Monday	Tuesday	Wednesday	Thursday	Friday
First Week	<p>Unit 105 Grays Harbor PUD/City of McCleary – IAM/Woodworker’s Hall, 2600 Sumner Ave, Aberdeen, WA at 5:30 p.m. (meets monthly)</p>	<p>Unit 110 Pacific Co. PUD/Wahkiakum Co. PUD – Hunters Inn Restaurant & Motel, 1060 State Rd 4 West, Naselle, WA at 6:30 p.m. (meets monthly)</p> <p>Unit 127 Okanogan PUD/ Ferry PUD/ Okanogan Electric – Okanogan PUD Auditorium, 1331 Second Ave N, Okanogan, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 140 Instrument Specialists (HAMTC) – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 155 Construction – Alger Community Center, 18735 Parkview Lane, Alger, WA at 4:30 p.m. (meets monthly)</p>	<p>Unit 104 Lewis Co. PUD – Operations Center, 124 Habein Rd, Chehalis, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 114 Chelan PUD/Douglas PUD – Labor Temple, 27 N. Chelan Ave, Wenatchee, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 177 City of Seattle I.T. – Seattle Municipal Tower, Room 1600, 700 Fifth Ave, Seattle, WA at 5:00 p.m. (meets monthly)</p>	<p>Unit 106 Cowlitz Co. PUD – PUD Operation Center, 875 Industrial Way, Longview, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 116 Puget Sound Energy/City of Bellevue – IBEW 77 Hall, 19415 Int’l Blvd, SeaTac, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 120 Grant Co. PUD – even months – Feb, Apr, June, Aug, Oct, & Dec at Grant PUD, 312 W. 3rd Ave, Moses Lake, WA at 7:00 p.m. odd months – Jan, Mar, May, July, Sept, & Nov at Ephrata Service Center, 30 C St. SW, Ephrata, WA at 7:00 p.m.</p>	
Second Week		<p>Unit 109 Avista (Coeur d’Alene & Sandpoint Docks)/ Kootenai Electric – Hayden Eagles, 1520 W. Wyoming Ave, Hayden, ID at 5:00 p.m. (meets monthly)</p> <p>Unit 112 Puget Sound Energy – Olympia Labor Temple, 119 ½ N Capital Way #5, Olympia, WA at 6:00 p.m. (meets odd months – Jan, Mar, May, July, Sep, & Nov).</p> <p>Unit 121 All Energy NW Units – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 128 Mason Co. PUD #1 & #3 – Johns Prairie Operations Center, 2621 E. Johns Prairie Road, Shelton, WA at 5:30 p.m. – From May–Sept meeting starts at 6:00 p.m. (meets monthly)</p> <p>Unit 131 Benton REA – Line Room REA, Prosser, WA at 5:45 p.m. (meets monthly)</p> <p>Unit 135 Potelco Admin – IBEW 483 Hall, 3525 S. Alder St, Tacoma, WA at 5:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p>	<p>Unit 107 SCL–Skagit – Annie’s Pizza, 44568 WA-20, Concrete, WA (meets even months – Feb, Apr, June, Aug, Oct, & Dec) at 5:15 p.m.</p> <p>Unit 111 Benton PUD/Big Bend/City of Richland/Construction/Columbia REA/ Franklin PUD – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec)</p> <p>Unit 133 City of Centralia – City Light & Water/Wastewater - Line Room, 1100 N. Tower Road, Centralia, WA at 4:30 p.m. (meets monthly)</p> <p>Unit 137 Avista – Colville Service Center, 176 Degreif Rd. Colville, WA 3:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 148 Pend Oreille PUD – even months – Feb, Apr, June, Aug, Oct, & Dec at Tiger Fire Station, 390442 Hwy 20, Lone, WA at 6:00 p.m. odd months – Jan, Mar, May, July, Sept, & Nov at 202 Riverside Ave, Cusick, WA at 6:00 p.m.</p> <p>Unit 151 PSE Bothell Call Center – Sammamish Valley Grange, 14654 148th Ave NE, Woodinville, WA at 6:30 p.m. (meets monthly)</p> <p>Unit 156 Avista Clark Fork – Clark Fork Senior Center, 1001 Cedar St, Clark Fork, ID at 5:00 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p>	<p>Unit 100 SCL/Seattle DOT/ King Co. Roads/ Enwave – even months – Feb, Apr, June, Aug, Oct, & Dec at IBEW 77 Hall, 19415 Int’l Blvd, SeaTac, WA at 6:00 p.m. odd months – Jan, Mar, May, July, Sept, & Nov at Shoreline Community College, Building #1500, Room #1504, 16101 Greenwood Ave. N., Shoreline, WA at 6:00 p.m.</p> <p>Unit 108 City of Ellensburg/Kittitas PUD/ PSE – Moose Lodge, 301 W. 4th Ave, Ellensburg, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 123 Avista/ Inland Power & Light/ Modern Electric/ Cheney/ Vera Water & Power – IBEW 77 Hall, 1506 N. Washington, Spokane, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 136 Northern Lights – Northern Lights, 421 Chevy, Sagle, ID at 6:00 p.m. (meets monthly)</p>	
Third Week		<p>Unit 107a SCL–Boundary Dam – Western Star, 202 WA-31, Metaline, WA at 5:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 115 Puget Sound Energy – Alger Community Hall, 18735 Parkview Lane Alger, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 124 USBR/Grand Coulee – Old Grand Coulee Middle School, 412 Federal Ave, Grand Coulee, WA at 5:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p> <p>Unit 125 Avista Pullman - Avista Pullman Service Center, 5702 WA 270, 3:30 p.m. (meets monthly)</p> <p>Unit 126 Avista/ Clearwater Power – Avista Clarkston Service Center, 1330 Fair St, Clarkston, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 141 Areva – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 4:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 119 PSE – The Eagle’s Nest at Kitsap County Fairgrounds – 1195 Fairgrounds Rd NW, Bremerton, WA at 5:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 129 Spokane Construction – IBEW 77 Hall, 1506 N. Washington St, Spokane, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 130 Avista/Idaho Co. Light & Power – Grangeville Service Center, 201 E. Main St, Grangeville, ID at 3:30 p.m. (meets quarterly – Feb, May, Sept, & Nov).</p> <p>Unit 158 Jefferson Co. PUD – Finnriver, 124 Center Rd, Chimacum, WA at 5:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 152 C.M.E.O.s – IBEW 77 Hall, 19415 Int’l Blvd, SeaTac, WA at 5:30 p.m. (meets quarterly) Call SeaTac hall for dates.</p>	<p>Unit 149 Tree Trimming – at 7:00 p.m. (meets monthly) Jan, Mar, May, July, Sept, & Nov at IBEW 77 Hall, 19415 Int’l Blvd, SeaTac, WA Feb, June, & Oct at IBEW 483 Hall, 3525 S. Alder, Tacoma, WA Apr, Aug, & Dec at Labor Temple, 2812 Lombard, Everett, WA</p>
Fourth Week	<p>Unit 118 Snohomish Co. PUD – Labor Temple, 2812 Lombard, Everett, WA at 5:30 p.m. (meets monthly).</p>	<p>Unit 117 Electricians (HAMTC) - IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 122 Puget Sound Energy VFW Hall, 120 2nd St. NE Room 2224, Puyallup, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 138 Metro – Washington State Labor Council Building, 321 16th Ave. S., Seattle, WA at 4:30 p.m. (meets monthly)</p> <p>Unit 142A Seattle Construction – IBEW 77 Hall, 19415 Int’l Blvd, SeaTac, WA at 7:00 p.m. (meets monthly)</p>	<p>Unit 150 Puget Sound Energy Goldendale – PSE Plant at 6:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 153 Puget Sound Energy Mint Farm– Longview at 4:30 p.m.; (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	

The 41st Annual Washington Women in Trades Fair is postponed until Wednesday, September 30, 2020. All other details remain the same. Click on the image below for more information.

Washington Women in Trades
TRADES FAIR

Wednesday
September 30, 2020
9am - 2pm
Fisher Pavilion at Seattle Center

seattlecenter HAMMER & HAND
GOVERNMENT OF WASHINGTON

IBEW LOCAL 483'S PEANUT BUTTER DRIVE!



IF YOU HAVE SEEN THIS PEANUT BUTTER AT YOUR LOCAL UNION GROCERY STORE, PLEASE BRING IT IN FOR QUESTIONING AT IBEW LOCAL 483'S UNION HALL BEFORE MAY 8TH, 2020!

PRODUCED IN-HOUSE BY OPEIU 8



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IBEW Local 77

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SeaTac, WA 98188-5308
Phone: 206.323.4505
Fax: 206.323.0186

Check us out on the web at:
www.ibew77.com

DON'T FORGET TO PAY YOUR DUES!

VISA



DISCOVER
NETWORK

Seattle: 206-323-4505 * Spokane: 509-328-9670 * Kennewick: 509-783-4136